

IFB – Contractor – Needham Town Hall HVAC Modification
Town of Needham - Permanent Public Building Committee
Contract ID# 14PFC-306B
June 11, 2014

LEGAL NOTICE

The Town of Needham invites bids from Contractors for modifications to the HVAC ductwork, AHU motor replacement and associated work within the Needham Town Hall. The Town Hall is located at 1471 Highland Ave., Needham, MA.

Copies of the Request for bids will be available beginning Wednesday, June 11, 2014 at the Office of the Public Facilities Construction, 500 Dedham Avenue, Needham, Massachusetts 02492 or by emailing a request to Kathryn Copley at kcopley@NeedhamMa.gov or from the Town's web site www.needhamma.gov and will be available until submission deadline. Pre-Bid Walk thru on June 17, 2014 at 8 AM at Needham Town Hall, 1471 Highland Avenue, Needham, MA 02492.

Bid Form must be returned to the Department of Public Facilities c/o Kathryn Copley, 500 Dedham Avenue, Needham, Massachusetts 02492 **by 2:00 PM Thursday, June 26, 2014.** Qualifications must be placed in a sealed envelope marked:

**Town of Needham – Town Hall HVAC Modification
Contract ID# 14PFC-306B
Qualifications for - "Name of Applicant"**

Fax transmissions will not be accepted.

The Town of Needham reserves the right to reject any or all bids and to accept any bids that it considers to be in the best interests of the Town.

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Town of Needham - Permanent Public Building Committee
Contract ID# 14PFC-306B
June 11, 2014

ACKNOWLEDGEMENT OF RECEIPT

Release Date	Wednesday, June 11, 2014
Bid Title	Town Hall HVAC Modification
ID Number	14PFC-306B
Bids Due	2:00 PM Thursday, June, 26, 2014 at the PPBC Office, Public Services Administration Building, 500 Dedham Ave, Needham, MA 02492
<p>Please provide the requested information below as acknowledgment that you have received our Invitation for Bid (“IFB”) noted above. It is required that interested bidders complete this acknowledgment and return via Fax to the Town of Needham, Attn: Kathryn Copley – c/o Permanent Public Building Committee at (781) 453-2510 or by e-mail to kcopley@NeedhamMa.gov or by U.S. mail. Only by doing this, will the Town be able to provide notification of any addenda or answered questions relating to this IFB. Only those companies or individuals shown on the Distribution Register will receive addenda to this IFB. By completing and returning this acknowledgement will ensure you are recorded on the Distribution Register. Bids from companies or individuals not acknowledging the addenda may be rejected as not responsive.</p>	
Name of Company or Individual (Print)	
Name / Title of Contact (Print)	
Address (line 1) (Print)	
Address (line 2) (Print)	
Telephone Number	
Fax Number	
E-mail Address (Print)	
Signature	
Date	
<p>Notes: * Any hand delivery or facsimile received after the due date and time will not be addressed. Please allow enough time for hand delivery or facsimile transmissions. ** Contractor acknowledges that documents related to this IFB will be found at the Town of Needham bid page for IFB documents & Addenda (if any).</p>	

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Town of Needham Procurement Schedule		
IFB ID # 14PFC-306B		
Primary Contact for this Procurement (Note new Address, Phone & Fax numbers)		Kathryn Copley Telephone 781-455-7550 x 314 Email: kcopley@NeedhamMa.gov
Event	Date	Details
Project Name		Town Hall HVAC Modification
Contract ID Number		14PFC-306B
Invitation for Bids (IFB) Available	Starting Wednesday, June 11, 2014	Office of the PPBC, Public Services Administration Building, 500 Dedham Avenue, Needham, Massachusetts 02492 or by e-mail request to Kathryn Copley, at kcopley@NeedhamMa.gov or on-line at the Town's web site http://www.needhamma.gov/bids.asp
Deadline for Written Questions	2:00 PM Thursday June 19, 2014	By Fax: Attn Kathryn Copley Fax # 781-453-2510 By Email: kcopley@NeedhamMa.gov Questions are to be clearly labeled as: Town Hall HVAC Modification
Addendums		If any changes are made to this IFB, an addendum will be issued. Addenda will be e-mailed to every individual on record as receiving the IFB package AND A COPY WILL BE POSTED ON THE Town's web site. As the IFB package is being made available through the Town's web site (www.needhamma.gov) it is necessary for the perspective Bidder to return the "ACKNOWLEDGEMENT OF RECEIPT"

IFB – Contractor – Needham Town Hall HVAC Modification
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Town of Needham Procurement Schedule IFB ID# 14PFC-306B		
Primary Contact for this Procurement <i>(Note new Address, Phone & Fax numbers)</i>		Kathryn Copley Telephone 781-455-7550 x 314 Email: kcopley@NeedhamMa.gov
Event	Date	Details
When and Where Bids are Due*	Deadline: Thursday June 26, 2014 at 2:00PM LATE BIDS WILL NOT BE ACCEPTED	Town of Needham Permanent Public Building Committee Public Services Administrative Building 500 Dedham Avenue Needham, MA 02492 Refer to How and Where to Submit Bids.
Bid Surety Requirement (Bid Deposit)		Bid Surety is NOT required.
Pre Bid Walk-Thru	June 17, 2014 at 8 AM	Needham Town Hall 1471 Highland Avenue Needham MA 02492
Bid Opening		Bids will be publicly opened on Thursday, June 26, 2014 at 2:00 pm at the Public Services Administration Building, 500 Dedham Avenue, Needham, MA.
Contract Awarded **	The contract will be awarded within five (5) working days	Approval of the PPBC, Town Manager, and Town Counsel is REQUIRED for execution of Contract and may extend beyond Notice of Award.
<p>* Facsimile transmissions for written inquiries must be sent prior to the above date and time deadlines. Any hand delivery or facsimile received after the due date and time will not be addressed. Please allow enough time for hand delivery or facsimile transmissions.</p> <p>** The time for award may be extended by the Town. The Town reserves the right to change, delay, cancel, or expedite the contract award date. The Town reserves the right to reject any and all bids as determined to be in the best interests of the Town and to waive minor informalities.</p>		

End of Procurement Schedule

IFB – Contractor – Needham Town Hall HVAC Modification
Town of Needham - Permanent Public Building Committee
Contract ID# 14PFC-306B
June 11, 2014

GENERAL BID FORM

Date: _____, 2014

To: Needham Permanent Public Building Committee

Attention: Mr. Steven Popper, Director of Construction and Renovation

The Contractor acknowledges receipt of ____ addenda:

Number

Date

_____ -

BASE BID: The Contract Amount to furnish all base bid labor, equipment and materials associated with the “Needham Town Hall HVAC Modification”, in accordance with the Contract Documents is _____
Dollars (\$ _____)

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GENERAL BID FORM

The undersigned agrees that, if selected as the contractor for any or all of the above bid items, he/she shall be obligated to provide those services in accordance with the terms of the specifications at the bid price upon receipt of a fully executed contract.

NAME OF BIDDER: _____

ADDRESS: _____

AUTHORIZED SIGNATURE: _____

TITLE: _____

CONTACT PERSON: _____

DATE: _____ PHONE NO: _____

FAX NO: _____ EMAIL: _____

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SCOPE OF WORK:

The Scope of Work for this project is the replacement of (8) supply air diffusers with (8) new Owner Pre-Purchased diffusers, plus (1) new supply duct and Owner Pre-Purchased diffuser as shown on the drawings. In addition to the mechanical work for the (9) diffusers, minor sheetmetal work, AHU motor replacement, sprinkler relocation, and minor electrical work will be required.

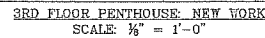
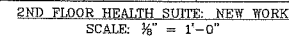
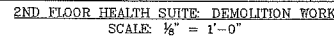
The awarded contractor will be the prime/general contractor overseeing and managing the work of their subcontractors (ie. Mechanical, Electrical, Sprinkler and Balancing contractors).

Due to the invasiveness of this work and sprinkler relocation, it is envisioned this work will occur during a single weekend.

Please carefully review the project drawings and direct any technical questions to the Owner's Engineer, Christopher Davidson t. 508.647.9200 x261, cdavidson@engsolutions.com

TIMING OF WORK:

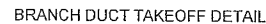
All work is to be completed by September 26, 2014



- 6 REPLACE EXISTING 2 HP MOTOR IN AHU-3 WITH NEW 1 HP MOTOR, PART NUMBER 91-02-1004. PROVIDE MOUNTING BRACKET AS REQUIRED. TAB CONTRACTOR TO PROVIDE NEW BELTS AND SHEAVES TO ACHIEVE 100% EFFICIENCY. EXISTING WIRING TO NEW MOTOR (REUSE OF EXISTING WIRING IS ACCEPTABLE).
- 7 ED TO REPLACE FUSES AND OVERLOAD AT EXISTING AHU-3 VFD IN REENTRYHOUSE TO HANDLE NEW 1 HP VFD. EXISTING VFD TO BE SET TO "BYPASS" MODE. AHU-3 WILL OPERATE AS A CONSTANT VOLUME SYSTEM AS BALANCED BY TAB CONTRACTOR. VFD CONTROL WILL NO LONGER BE REQUIRED.
- 8 PROVIDE ENGRAVED RIGID PLASTIC SIGNAGE ON VFD NOTING "VFD TACH OUT OF SERVICE. AHU-3 AS CONSTANT VOLUME SYSTEM. SELECTOR SWITCH TO REMAIN IN "BYPASS" MODE."

ABBREVIATED SCOPE OF WORK NARRATIVE:

1. MC TO REPLACE EXISTING SUPPLY AIR DIFFUSERS ON THE 2ND FLOOR WITH NEW (OWNER PRE-PURCHASED) DIFFUSERS. REUSE OF FLEX DUCT IS ACCEPTABLE.
2. MC TO CONSTRUCT DIFFUSER BOOTIS TO PERFORM INSTALLATION AND DUCT TRANSITION TO DIFFUSER COLLAR. FLEX-DUCT CONNECTIONS TO NEW DIFFUSER COLLARS WILL NOT BE PERMITTED DUE TO AIR CONSTRUCTIONS IN TIGHT FLENUM.
3. INSTALL ONE NEW SUPPLY BRANCH DUCT AND DIFFUSER AND RELOCATE RETURN AIR BRANCH DUCT.
4. INSTALL VES ON 3RD FLOOR.
5. REPLACE AHU-3 SUPPLY FAN MOTOR AND ELECTRICAL COMPONENTRY IN EXISTING VFD ENCLOSURE.
6. TAB TO RESHEAVE/BALANCE AHU-3 SYSTEM



NTS



NTS



NTS

REGISTER, GRILLE, & DIFFUSER SCHEDULE

NOTE:

1. OWNER HAS PRE-PURCHASED (9) QUANTITY OF CD-1/2, TO BE SHIPPED TO THE BUILDING. INFORMATION FOR RECORD, CONTACT ENGINEER WITH QUESTIONS.
2. MC SHALL FABRICATE A DUFFLER BOOT FOR EACH DUFFLER AS DETAILED IN THESE DOCUMENTS.
3. REUSE/ADAPTATION TO EXISTING RA UNLITE, "OUT-TO-FIT" THE CEILING GRID IS ACCEPTABLE, IF MODIFICATION TO GRILLE IS CLEAN/UNDAUNAGED.
4. FOR RECORD: CD-1 PRODUCT NUMBER ES0-0198-V-M-SC00-2-C-0-0-0-0
5. FOR RECORD: CD-2 PRODUCT NUMBER ES0-0198-V-M-SC00-0-0-2-0-0-0-0
6. INSTALL FILTER MEDIA (OWNER PRE-PURCHASED/OWN-SITE) INTO DUFFLER DEVICE IS INSTALLED.

A. DUCT CONSTRUCTION SHALL CONFORM TO THE LATEST RECOMMENDATIONS OF SMACNA'S "HVAC DUCT CONSTRUCTION STANDARDS: METAL AND FLEXIBLE" AND NFPA-90A.

B. PROVIDE SUPPORTING AND HANGING DEVICES NECESSARY TO ATTACH ENTIRE HVAC SYSTEM INCLUDING DUCTWORK AND ACCESSORIES. DUCTS SHALL BE SUPPORTED FROM OTHER DUCTS OR FROM EQUIPMENT OF OTHER TRADES.

UNLESS SPECIFICALLY DETAILED OTHERWISE, USE 4" LATERALS FOR ELBOWS FOR BRANCH TAKEOFFS CONNECTIONS. WHERE 90° BRANCHES ARE REQUIRED, PROVIDE CONICAL OR BELLOUM-TYPE TEES. BELLOUM TYPE TEES SHALL BE BUCKLEY AIR PRODUCTS, INC. DESIGN "RIGHT" TAKEOFF WITH NEOPRENE GASKET OR APPROVED ELA.

C. ELBOWS AND BENDS FOR RECTANGULAR DUCTS SHALL BE RADIUS TYPE WITH CENTER LINE RADIUS OF 1-1/2 TIMES THE DUCT WIDTH, WHERE POSSIBLE. THIS RATIO CANNOT BE MAINTAINED, MITERED 90° ELBOWS SHALL BE INSTALLED USING SINGLE-WELD TURNING VANS, ACCORDING TO SMACNA'S "HVAC DUCT CONSTRUCTION STANDARDS: METAL AND FLEXIBLE."

D. ELBOWS AND BENDS FOR ROUND DUCTS SHALL BE SMOOTH 90° AND 45° SECTIONS. THE RADIUS OF EACH ROUND DUCT TYPE, EACH SECTION SHALL NOT BE MORE THAN 20". THE CENTER LINE RADIUS OF THE ELBOW OR BEND SHALL BE AT LEAST 1-1/2 TIMES THE DUCT DIAMETER.

E. ALL DUCTWORK SHALL BE SEALED WITH 3M'S EC-800 SEALANT (OR EQUAL).

1. SET 3RD FLOOR CUSTOMER'S VAN-DIFFUSER TO FULL-COOLING BEFORE BALANCING WORK BEGINS.
2. CONFIRM CA DAMPERS ARE AT 100% OPEN VIA EMS INTERFACE BY CONTACTING THE TOWN'S FACILITY OPERATOR (CITY LAFFEY T. 784-4555).
3. ALL SUPPLY AIR REGISTERS AND DIFFUSERS BALANCED TO WITHIN 10% OF DESIGN FLOW SHOWN ON DESIGN DRAWINGS.
4. ADJUST BELTS AND SHAFTS TO ACHIEVE RATED AIRFLOW.
5. TRAVERSE AHU #3 AS OUTCHECK FOR TOTAL AIRFLOW, AND PROVIDE STATIC PRESSURE READINGS ACROSS ALL AHU COMPONENTS.
6. ADJUST HYDRONIC CIRCUIT SETPOINTS TO ACHIEVE REQUIRED FLOW THROUGH THE CHW COIL AND HW COIL (DUAL-PIPE SYSTEM).

NEEDHAM TOWN HALL
1471 HIGHLAND AVE
NEEDHAM, MA 02492

AHU-3/2ND FLOOR
HVAC MODIFICATIONS

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M-1

14PFC-306B
Town Hall HVAC Modification
Town of Needham
(MASSACHUSETTS GENERAL LAWS Chapter 149 Contract)
Under \$100,000

THIS AGREEMENT BETWEEN OWNER AND CONTRACTOR for "TOWN HALL HVAC MODIFICATION" (hereinafter the "Project") is made the ____ day of _____, 2014, by and between (*insert company name*) _____ a corporation (*or partnership, etc*) organized under the laws of the Commonwealth of Massachusetts, (*or State of* ____) with a usual place of business at _____, hereinafter called the **CONTRACTOR** and the Town of Needham, a municipal corporation duly organized under the laws of the Commonwealth of Massachusetts, acting through its Town Manager, hereinafter referred to as the **OWNER**.

WITNESSETH that the **CONTRACTOR** and the **OWNER** for the consideration hereinafter named agree as follows:

In all respects, this contract shall be governed by and performed consistently with all laws of the Commonwealth of Massachusetts for public construction contracts including but not limited to Massachusetts General Laws Chapter 7, 10, 30, 144 and 149. The provisions of the Massachusetts General Laws regarding public construction shall take precedence over any and all other contract provisions or documents. Any conflicts among provisions and/or between documents shall be resolved and/or interpreted according to the Massachusetts General Laws. The **CONTRACTOR** warrants that he is familiar with and agrees to abide by all laws of the Commonwealth of Massachusetts.

ARTICLE 1. CONTRACT DOCUMENTS

The Contract Documents consist of the following, and, in the event of conflicts or discrepancies among them, they shall be interpreted on the basis of the following priorities:

- FIRST** THIS AGREEMENT BETWEEN OWNER AND CONTRACTOR
- SECOND** CONTRACTOR'S BID DATED _____
- THIRD** ADDENDA __ ISSUED PRIOR TO THE EXECUTION OF THIS AGREEMENT, WITH THE LATER HAVING GREATER PRIORITY, AND ALL MODIFICATIONS EXECUTED SUBSEQUENT THERETO
- FOURTH** DRAWINGS AND SPECIFICATIONS FOR THE PROJECT
- FIFTH** PROJECT MANUAL AND BIDDING DOCUMENTS DATED _____
- SIXTH** COPIES OF ALL REQUIRED BONDS, CERTIFICATES OF INSURANCE AND LICENSES REQUIRED UNDER THE CONTRACT,

EACH OF WHICH IS ATTACHED HERETO.

These documents form the entire Agreement between the parties and there are no other agreements between the parties. Any amendment or modification to this Agreement must be in writing and signed by an official with the authority to bind the **OWNER**.

This agreement is not valid for contracts greater than \$99,999 including any amendments thereto.

ARTICLE 2. SCOPE OF THE WORK

The CONTRACTOR shall furnish all materials, labor and equipment and perform all work shown on the contract documents prepared by the OWNER and the CONTRACTOR agrees to do everything required by the Agreement, Specifications, Plans and Conditions of the Contract.

ARTICLE 3. TIME OF COMPLETION

- a. The work to be performed under this Contract shall be commenced within 10 calendar days after the OWNER issues a written Notice to Proceed to the CONTRACTOR and shall be substantially completed on or before _____ and shall be entirely completed no later than September 26, 2014.
- b. If the CONTRACTOR shall fail to complete the Project by _____, it shall be liable to pay the OWNER the amount of One Thousand Dollars (\$1,000.00) for each calendar day that the Project is not complete. This amount is fixed and agreed upon because of the difficulty of ascertaining the OWNER's actual damages. It is mutually understood that the said amount is a reasonable approximation or estimate of the OWNER's damages as of the date of the Agreement. This amount may be withheld from amount otherwise due to CONTRACTOR pursuant to periodic or final applications for payment, in addition to retainage and other backcharges.
- c. The CONTRACTOR hereby agrees that if he fails to commence the work, carry on the work with reasonable speed or stops work altogether without due cause, as determined in each case by the OWNER, the OWNER may give notice to the CONTRACTOR in writing to proceed with the work as per the schedule or to carry on the work with reasonable speed. Three days after the presentation of such notice if the work is not proceeding to the satisfaction of the OWNER, the CONTRACTOR shall be considered to have defaulted in the performance of this Agreement.

ARTICLE 4. THE CONTRACT SUM

The OWNER shall pay the CONTRACTOR for the performance of this Agreement the sum of _____ (\$ _____), including all reimbursable expenses.

ARTICLE 5. PAYMENT

In accordance with Massachusetts General Laws Chapter 30, Section 39K, the following paragraph is binding upon the OWNER AND CONTRACTOR:

Within fifteen days (forty-five days in the case of the Commonwealth, including local housing authorities) after receipt from the CONTRACTOR, at the place designated by the awarding authority if such a place is so designated, of a periodic estimate requesting payment of the amount due for the preceding month, the awarding authority will make a periodic payment to the CONTRACTOR for the work performed during the preceding month and for the materials not incorporated in the work but delivered and suitably stored at the site (or at some location agreed upon in writing) to which the CONTRACTOR has title or to which a subcontractor has title and has authorized the CONTRACTOR to transfer title to the awarding authority, less (1) a retention based on its estimate of the fair value of its claims against the CONTRACTOR and less (2) a retention for direct payments to subcontractors based on

demands for same in accordance with the provisions of Massachusetts General Laws Chapter 30, Section 39F, and less (3) a retention not exceeding five per cent of the approved amount of the periodic payment. After the receipt of a periodic estimate requesting final payment and within sixty-five days after (a) the CONTRACTOR fully completes the work or substantially completes the work so that the value of the work remaining to be done is, in the estimate of the awarding authority, less than one percent of the original Contract price, or (b) the CONTRACTOR substantially completes the work and the awarding authority takes possession for occupancy, whichever occurs first, the awarding authority shall pay the CONTRACTOR the entire balance due on the Contract less (1) a retention based on its estimate of the fair value of its claims against the CONTRACTOR and of the cost of completing the incomplete and unsatisfactory items of work and less (2) a retention for direct payments to subcontractors based on demands for same in accordance with the provisions of Massachusetts General Laws Chapter 30, Section 39F, or based on the record of payments by the CONTRACTOR to the subcontractors under this Contract if such record of payment indicates that the CONTRACTOR has not paid subcontractors as provided in section thirty-nine F. If the awarding authority fails to make payment as herein provided, there shall be added to each such payment daily interest at the rate of three percentage points above the rediscount rate then charged by the Federal Reserve Bank of Boston commencing on the first day after said payment is due and continuing until the payment is delivered or mailed to the CONTRACTOR; provided that no interest shall be due, in any event, on the amount due on a periodic estimate for final payment until fifteen days (twenty-four days in the case of the Commonwealth) after receipt of such a periodic estimate from the CONTRACTOR at the place designated by the awarding authority if such a place is so designated. The CONTRACTOR agrees to pay to each subcontractor a portion of any such interest paid in accordance with the amount due each subcontractor.

Furthermore the Town is not responsible for any invoice that does not reference the Town's Purchase Order number that encumbered the funds to pay for services provided under this Agreement.

ARTICLE 6. PAYMENT OF SUBCONTRACTORS

In accordance with Massachusetts General Laws Chapter 30, Section 39F, the following subparagraphs (a) through (i) are binding between the general CONTRACTOR and each subcontractor:

- a. Forthwith after the general CONTRACTOR receives payment on account of a periodic estimate, the general CONTRACTOR shall pay to each subcontractor the amount paid for the labor performed and the materials furnished by that subcontractor, less any amount specified in any court proceedings barring such payment and also less any amount claimed due from the subcontractor by the general CONTRACTOR.
- b. Not later than the sixty-fifth day after each subcontractor substantially completes his work in accordance with the plans and specifications, the entire balance due under the subcontract less amounts retained by the awarding authority as the estimated cost of completing the incomplete and unsatisfactory items of work shall be due the subcontractor; and the awarding authority shall pay that amount to the general CONTRACTOR. The general CONTRACTOR shall forthwith pay to the subcontractor the full amount received from the awarding authority less any amount specified in any court proceedings barring such payment and also less any amount claimed due from the subcontractor by the general CONTRACTOR.
- c. Each payment made by the awarding authority to the general CONTRACTOR pursuant to subparagraphs (a) and (b) of this paragraph for the labor performed and the materials furnished by a subcontractor shall be made to the general CONTRACTOR for the account of that subcontractor; and the awarding authority shall take reasonable steps to compel the general

Town Hall HVAC Modification 14PFC-306B

CONTRACTOR to make each such payment to each such subcontractor. If the awarding authority has received a demand for direct payment from a subcontractor for any amount which has already been included in a payment to the general CONTRACTOR or which is to be included in a payment to the general CONTRACTOR for payment to the subcontractor as provided in subparagraphs (a) and (b), the awarding authority shall act upon the demand as provided in this section.

- d. If, within seventy days after the subcontractor has substantially completed the subcontract work, the subcontractor has not received from the general CONTRACTOR the balance due under the subcontract, including any amount due for extra labor and materials furnished to the general CONTRACTOR, less any amount retained by the awarding authority as the estimated cost of completing the incomplete and unsatisfactory items of work, the subcontractor may demand direct payment of that balance from the awarding authority. The demand shall be by a sworn statement delivered to or sent by certified mail to the awarding authority, and a copy shall be delivered to or sent by certified mail to the general CONTRACTOR at the same time. The demand shall contain a detailed breakdown of the balance due under the subcontract and also a statement of the status of completion of the subcontract work. Any demand made after substantial completion of the subcontract work shall be valid even if delivered or mailed prior to the seventieth day after the subcontractor has substantially completed the subcontract work. Within ten days after the subcontractor has delivered or so mailed the demand to the awarding authority and delivered or so mailed a copy to the general CONTRACTOR, the general CONTRACTOR may reply to the demand. The reply shall be by a sworn statement delivered to or sent by certified mail to the awarding authority and a copy shall be delivered to or sent by certified mail to the subcontractor at the same time. The reply shall contain a detailed breakdown of the balance due under the subcontract including any amount due for extra labor and materials furnished to the general CONTRACTOR and of the amount due for each claim made by the general CONTRACTOR against the subcontractor.
- e. Within fifteen days after receipt of the demand by the awarding authority, but in no event prior to the seventieth day after substantial completion of the subcontract work, the awarding authority shall make direct payment to the subcontractor of the balance due under the subcontract including any amount due for extra labor and materials furnished to the general CONTRACTOR, less any amount (i) retained by the awarding authority as the estimated cost of completing the incomplete or unsatisfactory items of work, (ii) specified in any court proceedings barring such payment, or (iii) disputed by the general CONTRACTOR in the sworn reply; provided, that the awarding authority shall not deduct from a direct payment any amount as provided in part (iii) if the reply is not sworn to, or for which the sworn reply does not contain the detailed breakdown required by subparagraph (d). The awarding authority shall make further direct payments to the subcontractor forthwith after removal of the basis for deductions from direct payments made as provided in parts (i) and (ii) of this subparagraph.
- f. The awarding authority shall forthwith deposit the amount deducted from a direct payment as provided in part (iii) of subparagraph (e) in an interest-bearing joint account in the names of the general CONTRACTOR and the subcontractor in a bank in Massachusetts selected by the awarding authority or agreed upon by the general CONTRACTOR and the subcontractor, and shall notify the general CONTRACTOR and the subcontractor of the date of the deposit and the bank receiving the deposit. The bank shall pay the amount in the account, including accrued interest, as provided in an agreement between the general CONTRACTOR and the subcontractor or as determined by decree of a court of competent jurisdiction.
- g. All direct payments and all deductions from demands for direct payments deposited in an interest-

bearing account or accounts in a bank pursuant to subparagraph (f) shall be made out of amounts payable to the general CONTRACTOR at the time of receipt of a demand for direct payment from a subcontractor and out of amounts which later become payable to the general CONTRACTOR and in the order of receipt of such demands from subcontractors. All direct payments shall discharge the obligation of the awarding authority to the general CONTRACTOR to the extent of such payment.

- h. The awarding authority shall deduct from payments to a general CONTRACTOR amounts which, together with the deposits in interest-bearing accounts pursuant to subparagraph (f), are sufficient to satisfy all unpaid balances of demands for direct payment received from subcontractors. All such amounts shall be earmarked for such direct payments, and the subcontractors shall have a right in such deductions prior to any claims against such amounts by creditors of the general CONTRACTOR.
- i. If the subcontractor does not receive payment as provided in subparagraph (a) or if the general CONTRACTOR does not submit a periodic estimate for the value of the labor or materials performed or furnished by the subcontractor and the subcontractor does not receive payment for same when due less the deductions provided for in subparagraph (a), the subcontractor may demand direct payment by following the procedure in subparagraph (d) and the general CONTRACTOR may file a sworn reply as provided in that same subparagraph. A demand made after the first day of the month following that for which the subcontractor performed or furnished the labor and materials for which the subcontractor seeks payment shall be valid even if delivered or mailed prior to the time payment was due on a periodic estimate from the general CONTRACTOR. Thereafter the awarding authority shall proceed as provided in subparagraphs (e), (f), (g) and (h).

ARTICLE 7. ADJUSTMENT OF CONTRACT PRICE WHERE SITE CONDITIONS DIFFER SUBSTANTIALLY OR MATERIALLY FROM CONDITIONS INDICATED IN PLANS OR CONTRACT DOCUMENTS

As required by Massachusetts General Laws Chapter 30, Section 39N, the parties hereby agree:

If, during the progress of the work, the contractor or the awarding authority discovers that the actual subsurface or latent physical conditions encountered at the site differ substantially or materially from those shown on the plans or indicated in the contract documents either the contractor or the contracting authority may request an equitable adjustment in the contract price of the contract applying to work affected by the differing site conditions. A request for such an adjustment shall be in writing and shall be delivered by the party making such claim to the other party as soon as possible after such conditions are discovered. Upon receipt of such a claim from a contractor, or upon its own initiative, the contracting authority shall make an investigation of such physical conditions, and, if they differ substantially or materially from those shown on the plans or indicated in the contract documents or from those ordinarily encountered and generally recognized as inherent in work of the character provided for in the plans and contract documents and are of such a nature as to cause an increase or decrease in the cost of performance of the work or a change in the construction methods required for the performance of the work which results in an increase or decrease in the cost of the work, the contracting authority shall make an equitable adjustment in the contract price and the contract shall be modified in writing accordingly.

ARTICLE 8. AWARDING AUTHORITY MAY ORDER GENERAL CONTRACTOR TO SUSPEND, DELAY, ETC. WORK; ADJUSTMENT IN CONTRACT PRICE; SUBMISSION OF CLAIMS

Town Hall HVAC Modification 14PFC-306B

Pursuant to Massachusetts General Laws Chapter 30, Section 39O:

- a. The awarding authority may order the general contractor in writing to suspend, delay, or interrupt all or any part of the work for such period of time as it may determine to be appropriate for the convenience of the awarding authority; provide however, that if there is a suspension, delay or interruption for fifteen days or more or due to a failure of the awarding authority to act within the time specified in this contract, the awarding authority shall make an adjustment in the contract price for any increase in the cost of performance of this contract but shall not include any profit to the general contractor on such increase; and provided further, that the awarding authority shall not make any adjustment in the contract price under this provision for any suspension, delay, interruption or failure to act to the extent that such is due to any cause for which this contract provides for an equitable adjustment of the contract price under any other contract provisions.
- b. The general contractor must submit the amount of a claim under provisions (a) to the awarding authority in writing as soon as practicable after the end of the suspension, delay, interruption or failure to act and, in any event, not later than the date of final payment under this contract and, except for costs due to a suspension order, the awarding authority shall not approve any costs in the claim incurred more than twenty days before the general contractor notified the awarding authority in writing of the act of failure to involved in the claim.
- c. In the event a suspension, delay, interruption or failure to act of the awarding authority increases the cost of performance to any subcontractor, the subcontractor shall have the same rights against the general contractor for payment for an increase in the cost of his performance as provisions (a) and (b) give the general contractor against the awarding authority, but nothing in provisions (a) and (b) shall in any way change, modify or alter any other rights which the general contractor or the subcontractor may have against each other.

ARTICLE 9. REQUESTS FOR INTERPRETATIONS AND APPROVALS; SUBSTANTIAL DEVIATIONS FROM PLANS AND SPECIFICATIONS

- a. As provided in Massachusetts General Laws Chapter 30, Section 39P, whenever the OWNER, awarding authority, engineer or architect is requested to make a decision on interpretation of the specifications, approval of equipment, material or any other approval, or progress of the work, he shall make that decision promptly and, in any event, no later than thirty days after the written submission for decision. However, if such decision requires extended investigation and study, the person making the decision shall, within thirty days after receipt of the submission, give the party making the decision written notice of the reasons why the decision can not be made within the thirty day period and the date by which the decision will be made.
- b. The CONTRACTOR must perform all the work in conformity with the contract plans and specifications. Substantial deviations, or change orders, may be made only as provided by Massachusetts General Laws, Chapter 30, Section 39I and Massachusetts General Laws, Chapter 44, Section 31C, and as provided herein. Change orders must be in writing and only when authorized by the OWNER or awarding authority or by the architect or engineer in charge of the work who is duly authorized by the awarding authority to approve such deviations. In order to avoid delays in performance of the work, within thirty days after an authorized written change order, the written order shall be confirmed by a certificate of the awarding authority stating: (1) If such deviation involves any substitution or elimination of materials, fixtures or equipment, the reasons why such materials, fixtures or equipment were included in the first instance and the reasons for substitution or elimination and if the deviation is of any other nature, the reasons for

Town Hall HVAC Modification 14PFC-306B

such deviation, giving justification therefore; (2) that the specified deviation does not materially injure the project as a whole; (3) that either the work substituted for the work specified is of the same cost and quality, or that an equitable adjustment has been agreed upon between the OWNER and the CONTRACTOR and the amount in dollars of such adjustment; and (4) that the deviation is in the best interest of the OWNER. The certificate shall be signed under the pains and penalties of perjury and shall be a permanent part of the file record of the work contracted for.

- c. Massachusetts General Laws Chapter 44, Section 31C provides that no change order as provided for in (b) above which results in additional cost shall be deemed to have been given until the auditor or accountant or other officer of the TOWN having similar duties has certified thereon that an appropriation in the amount of such order is available therefore; but such certificate shall not be construed as an admission by the TOWN of its liability to pay for such work; rather, such certification shall bar any defense by the TOWN on the grounds of insufficient appropriation.

ARTICLE 10. NONPERFORMANCE

In the case of any default on the part of the CONTRACTOR with respect to any of the terms of this Agreement, the OWNER shall give written notice thereof, and if said default is not made good within such time as the OWNER shall specify in writing, the OWNER shall notify the CONTRACTOR in writing that there has been a breach of the Agreement and thereafter the OWNER shall have the right to secure the completion of the work remaining to be done on such terms and in such manner as the OWNER shall determine, and the CONTRACTOR shall pay for the completion of such work and reimburse the OWNER for all expenses incurred by reason of said breach. The CONTRACTOR in case of such breach shall be entitled to receive payment only for work completed satisfactorily prior to said breach, so long as the total paid hereunder does not exceed the Contract sum, and the amount of any balance due the CONTRACTOR shall be determined by the OWNER and certified to the CONTRACTOR. The OWNER shall be reimbursed by the CONTRACTOR for the cost of additional services required by the OWNER in the case of a breach.

ARTICLE 11. TERMINATION

This Agreement may be terminated by either party upon not less than seven days written notice should the other party breach this agreement or substantially fail to perform in accordance with the terms of this Agreement through no fault of the party initiating the termination.

ARTICLE 12. SUBCONTRACTING

The CONTRACTOR shall not subcontract any of the work, which it is required to perform under this Contract to any corporation, entity or person without the prior written approval of the OWNER.

ARTICLE 13. NOTICE

All notices required to be given under this Agreement shall be given in writing and shall be effective upon receipt by hand delivery or certified mail to:

The Town of Needham: Kate Fitzpatrick
 Town Manager
 1471 Highland Avenue
 Needham, Massachusetts 02492

Town Hall HVAC Modification 14PFC-306B

The Contractor:

Name _____
Title _____
Company _____
Address _____

ARTICLE 14. CONTRACT CONDITIONS SPECIFICALLY REQUIRED BY LAW

- a. Each and every provision of law and clause required by law to be inserted in this Contract shall be deemed to be inserted herein and the Contract shall be read and enforced as though it were included herein and if through mistake or otherwise any such provision is not inserted, or is not correctly inserted, then upon the application of either party, the Contract shall forthwith be physically amended to make such insertion.
- b. Pursuant to Massachusetts General Laws Chapter 30, Section 39M, an item shall be considered equal to the item so named or described if, in the opinion of the awarding authority: (1) it is at least equal in quality, durability, appearance, strength and design, (2) it will perform at least equally the function imposed by the general design for the public work being contracted for or the material being purchased, and (3) it conforms substantially, even with deviations, to the detailed requirements for the item in the said specifications.
- c. Pursuant to Massachusetts General Laws Chapter 149, Section 26, the employment of mechanics and apprentices, teamsters, chauffeurs and laborers in the construction of public works by the Commonwealth, or by a county, town, authority or district, or by persons contracting or subcontracting for such works, preference shall first be given to citizens of the commonwealth who have been residents of the commonwealth for at least six months at the commencement of their employment who are veterans as defined in clause Forty-third of section seven of chapter four, and who are qualified to perform the work to which the employment relates; and secondly, to citizens of the commonwealth generally who have been residents of the Commonwealth for at least six months at the commencement of their employment, and if they cannot be obtained in sufficient numbers, then to citizens of the United States; and preference in employment shall be given to veterans and citizens who are residents of the Town of Needham.
- d. Pursuant to Massachusetts General Laws Chapter 149, Section 34, no laborer, workman or mechanic, foreman or inspector employed under this contract shall be required or permitted to work more than eight hours in any one-day or more than forty-eight hours in any one week, or more than six days in any one week, except in cases of emergency.
- e. If funding for this Project is provided by the Commonwealth of Massachusetts, in whole or in part (such as reimbursements, grants and the like), then the OWNER shall incorporate into this Contract the current applicable minority-owned business enterprise (MBE) and women-owned business enterprise (WBE) participation goals, as determined by DCAM. Reductions or waivers of these goals may be permitted by the OWNER where the size, nature or location of the project makes achieving such levels of MBE or WBE participation unfeasible.
- f. This Contract is subject to the Supplemental Equal Opportunity Anti-Discrimination and Affirmative Action Program (EEO/AA) provisions attached to the Project Manual.

ARTICLE 15. INSURANCE

- a. The CONTRACTOR shall, at its own expense, obtain and maintain general liability and motor vehicle liability insurance policies protecting the OWNER in connection with any operations

Town Hall HVAC Modification 14PFC-306B

included in this Contract, and shall have the OWNER as an additional insured on the policies. General liability coverage shall be in the amount of at least \$1,000,000 per occurrence and \$2,000,000 aggregate for bodily injury liability and \$1,000,000 per occurrence and \$2,000,000 aggregate for property damage liability. Motor vehicle coverage shall include coverage for owned, hired and non-owned vehicles and shall be in the amount of at least \$1,000,000 per person and \$2,000,000 per occurrence for bodily injury liability and \$1,000,000 per occurrence for property damage liability.

- b. If the CONTRACTOR shall provide professional or design services to the OWNER, then the CONTRACTOR shall carry professional malpractice or an errors or omissions policy in the amount of at least \$1,000,000 per claim, and may have an aggregate deductible of not more than \$25,000.
- c. All insurance coverage shall be in force from the time of the Agreement to the date when all work under the contract is completed and accepted by the OWNER. Since this insurance is normally written on a year-to-year basis, the CONTRACTOR shall notify the OWNER should coverage become unavailable or if its policy should change.
- d. The CONTRACTOR shall, before commencing performance of this contract, provide for the payment of compensation and the furnishing of other benefits by an insurance company duly licensed to do business in accordance with Massachusetts General Laws, Chapter 152, as amended, to all employed under the contract and shall continue such insurance in full force and effect during the term of the contract.
- e. Certificates and any and all renewals substantiating that required insurance coverage is in effect shall be filed with the contract. Any cancellation of insurance whether by the insurers or by the insured shall not be valid unless written notice thereof is given by the party proposing cancellation to the other party and to the OWNER at least fifteen days prior to the intended effective date thereof, which date should be expressed in said notice.
- f. The CONTRACTOR shall indemnify, defend, and save harmless the OWNER and all of the OWNER's officers, agents and employees from and against all suits and claims of liability of every name and nature, including costs of defending any action, for or on account of any injuries to persons or damage to property of the OWNER or any person, firm, corporation or association arising out of or resulting from any act, omission, or negligence of the CONTRACTOR, subcontractors and its and their agents or employees in the performance of the work covered by this Agreement and/or failure to comply with terms and conditions of this Agreement, but only in respect of such injuries or damages sustained during the performance and prior to the completion and acceptance of the work covered by this Agreement. The foregoing provisions shall not be deemed to be released, waived or modified in any respect by reason of any surety or insurance provided by the CONTRACTOR under the Contract.

ARTICLE 16. PERFORMANCE AND PAYMENT BONDS *(Chose one and delete all others)*

- a. In accordance with Massachusetts General Laws Chapter 149, Section 44E, prior to execution of a contract pursuant to this section, the CONTRACTOR shall furnish to the OWNER payment bond and a performance bond of a surety company qualified to issue bonds in the Commonwealth and satisfactory to the OWNER each in the sum of the contract price. The performance bond shall remain in full force and effect for at least one year after the project's completion, and longer if required covering guarantees and/or pending claims. **OR** In accordance with Massachusetts General Laws Chapter 149, Section 29, prior to execution of a contract pursuant to this section,

Town Hall HVAC Modification 14PFC-306B

the CONTRACTOR shall furnish to the OWNER a payment bond of a surety company qualified to issue bonds in the Commonwealth and satisfactory to the OWNER in the sum of at least one half the contract price. **OR** Prior to execution of a contract, the CONTRACTOR shall furnish to the OWNER such payment bond and a performance bond of a surety company qualified to issue bonds in the Commonwealth and satisfactory to the OWNER in the amounts requested by the OWNER in the bid specifications. Any performance bond shall remain in full force and effect for at least one year after the project's completion, and longer if required covering guarantees and/or pending claims.

- b. It is distinctly agreed and understood that any changes made in the drawings and specifications for this work, whether such changes increase or decrease the amount of work required, or any change in the manner or time of payments made by the OWNER to the CONTRACTOR, shall in no way void, release or affect the liability and surety on the bond given by the CONTRACTOR

ARTICLE 17. WAGE RATES

- a. The CONTRACTOR shall comply with the requirements of Chapter 149 of the General Laws, Sections 26 to 27D inclusive and shall execute a STATEMENT OF COMPLIANCE on the form contained in the Specifications. The hourly wage rates established by the Commissioner of Labor and Industries for this work are to be used and are contained in the specifications.
- b. Section 26 - Payments by employers to health and welfare plans under collective bargaining shall be included for the purpose of establishing minimum wage rates as herein provided.
- c. Section 27 - The aforesaid rates of wages in the schedule of wage rates shall include payments by employers to health and welfare plans as provided in the previous section, and such payments shall be considered as payments to persons under this section performing work as herein provided. Any employer engaged in the construction of such works who does not make payments to a health and welfare plan, where such payments are included in said rates of wages, shall pay the amount of said payment directly to each employee engaged in said construction.
- d. The CONTRACTOR and every subcontractor shall file weekly payroll records with the OWNER in the form described in Massachusetts General Laws Chapter 149, Section 27B.
- e. Pursuant to Massachusetts General Laws Chapter 149, Section 34B, the CONTRACTOR shall pay any Reserve Police Officer employed by it the prevailing wage of regular Police Officers in the Town of Needham.

ARTICLE 18. TIME RECORDS

The CONTRACTOR shall cause to be maintained complete, accurate, and detailed records of all time devoted to the project by the CONTRACTOR and each consultant or subcontractor employed by the CONTRACTOR. The OWNER may at all reasonable times audit such records. The CONTRACTOR shall comply with Massachusetts General Laws Chapter 30, Section 39R, which requires the CONTRACTOR to:

- a. maintain accurate and detailed accounts for a six-year period after the final payment [(b)(1)].
- b. file regular statements of management concerning internal auditing controls [(c)].
- c. file an annual audited financial statement [(d)].

- d. submit a statement from an independent certified public accountant that such CPA has examined management's internal auditing controls and expresses an opinion as to their consistency with management's statement in (b) above and whether such statements are reasonable with respect to transactions and assets that are substantial in relation to the CONTRACTOR'S financial statement [(c)(4)(1)-(2)].

ARTICLE 19. GOVERNING LAW

This Agreement and performance hereunder are governed in all respects by the laws of the Commonwealth of Massachusetts and all other applicable by-laws and administrative rules, regulations and orders.

ARTICLE 20. CONSENT TO VENUE

The CONTRACTOR agrees that it shall commence and litigate all actions or proceedings arising in connection with this Agreement exclusively in the Dedham District Court or in the Norfolk Superior Court, both of which are located in the County of Norfolk, Commonwealth of Massachusetts. The aforementioned choice of venue is intended to be mandatory and not permissive in nature, thereby precluding the possibility of the CONTRACTOR commencing or prosecuting any litigation against the Town, with respect to or arising out of this Agreement, in any court or forum other than those specified in this paragraph. It is further agreed that the parties to this Agreement hereby waive their rights to a jury trial.

ARTICLE 21. CONFLICT OF INTEREST

By execution of this Agreement with the OWNER, the CONTRACTOR acknowledges that the OWNER is a municipality for the purposes of Massachusetts General Law Chapter 268A (the Massachusetts conflict of interest statute), and agrees, as circumstances require, to take actions and to forbear from taking actions so as to be in compliance at all times with the obligations of the CONTRACTOR based on said statute.

ARTICLE 22. MATERIALS AND WORKMANSHIP

Unless otherwise specified, all materials and equipment incorporated in the work under the Contract shall be new. All workmanship shall be first class and by persons qualified in their respective trades.

ARTICLE 23. SUPERINTENDENCE BY CONTRACTOR

The CONTRACTOR shall superintend the work at all times during progress or have a competent foreman or superintendent, satisfactory to the OWNER, with authority to act for the CONTRACTOR, superintend the work at all times during progress.

ARTICLE 24. GUARANTEE OF WORK

- a. Except as otherwise specified, all work shall be guaranteed by the CONTRACTOR against defects resulting from the use of inferior materials, equipment, or workmanship for one year from the date of final completion of the Contract.
- b. If, within any guarantee period, repairs or changes are required in connection with guaranteed work, which in the opinion of the OWNER is rendered necessary as a result of the use of

Town Hall HVAC Modification 14PFC-306B

materials, equipment or workmanship which are inferior, defective or not in accordance with the terms of the Contract, the CONTRACTOR shall, promptly upon receipt of notice from the OWNER and at his own expense;

- i. Place in satisfactory condition in every particular all of such guaranteed work, correct all defect therein;
- ii. Make good all damage to the site, or equipment or contents thereof, which in the opinion of the OWNER is the result of the use of materials, equipment or workmanship which are inferior, defective, or not in accordance with the terms of the Contract; and
- iii. Make good any work or material, or the equipment or site, which is disturbed in fulfilling any such guarantee.

ARTICLE 25. PROTECTION OF WORKS AND PROPERTY

The CONTRACTOR shall at all times safely guard the OWNER'S property from injury or loss in connection with this Contract. The CONTRACTOR shall at all times safely guard, and protect his own work, and that of adjacent property from damage. All passageways, guard fences, lights and other facilities required for protection by State or Municipal laws and regulations and local conditions, must be provided and maintained.

ARTICLE 26. WEATHER PROTECTION

As required by Massachusetts General Laws Chapter 149, Section 44F, the CONTRACTOR shall provide weather protection to the site, materials and all of the OWNER'S property during the winter months pursuant to the standard specifications issued by the Department of Capital Planning and Operations of the Commonwealth of Massachusetts (DCPO).

ARTICLE 27. OWNERSHIP OF DOCUMENTS

Upon completion of the final payment to the CONTRACTOR, the OWNER shall be the owner of all plans, specifications, electronic data and computations created by the CONTRACTOR that relate to this Agreement. The TOWN agrees that the information contained therein was produced specifically for this Agreement and agrees to hold the CONTRACTOR harmless from any liability of the OWNER'S use of these documents in any future project not directly related to the subject matter of this Agreement.

ARTICLE 28. LAWS, PERMITS AND REGULATION

The CONTRACTOR shall obtain and pay for all licenses and permits and shall pay for all fees and charges for connection to outside service and use of property other than the site of the work for storage of materials or any other purpose.

ARTICLE 29. BINDING AGREEMENT AND ASSIGNMENT OF INTEREST

This Agreement shall be binding upon the OWNER and the CONTRACTOR and the partners, successors, heirs, executors, administrators, assigns and legal representatives of the OWNER and the CONTRACTOR. Neither the OWNER nor the CONTRACTOR shall assign, sublet or transfer any interest in this Agreement without the written consent of each other, and such consent shall not be unreasonably withheld.

ARTICLE 30. CORI REQUIREMENTS

Town Hall HVAC Modification 14PFC-306B

The CONTRACTOR shall perform criminal offender registry information (CORI) checks on all employees prior to their starting work in any Town of Needham facility or building.

In accordance with Massachusetts General Laws Chapter 6, Sections 167-178B, the OWNER may request and obtain all available criminal offender record information (CORI) from the Criminal History Systems Board on any of CONTRACTOR'S employees who may have unsupervised contact with children, the disabled, or the elderly during the performance of their work under this Contract. The OWNER'S assessment of CORI records is based on regulations issued by the Executive Office of Health and Human Services, 101 C.M.R. 15.00-15.17.

Pursuant to Massachusetts General Laws Chapter 6, Sections 178C-178P, the CONTRACTOR also authorizes the OWNER to use local and national sexual offender registry information (SORI) to determine if any of the CONTRACTOR'S employees pose an unreasonable risk to children, the disabled, or the elderly during the performance of their work under this Contract.

The Town shall provide the CORI and SORI Request Forms as needed.

ARTICLE 31. COMPLIANCE WITH TAX LAWS

Pursuant to Massachusetts General Laws Chapter 62C, Section 49A, the undersigned, acting on behalf of the CONTRACTOR, certifies under the pains and penalties of perjury, to the best of the undersigned's knowledge and belief that the CONTRACTOR is in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Social Security Number or
Federal Identification Number

Signature of Individual or Corporate Name

By: _____
Corporate Officer (if applicable)

Town Hall HVAC Modification 14PFC-306B

SIGNATURES

IN WITNESS WHEREOF the parties hereto have executed THREE (3) copies of this Agreement the day and year first above written.

CONTRACTOR: _____ **OWNER:** **TOWN OF NEEDHAM**

BY*:

BY:

TITLE: Kate Fitzpatrick, Town Manager

** My signature above certifies that I am duly authorized, or that I have attached a signed Certificate of Vote from my Board of Directors giving me authority, to sign this Contract.*

This is to certify that I/we conducted the procurement in accordance with the Town's policies and procedures.

Town Employee(s) Conducting the Procurement
Date:

This is to certify that the Department followed the procurement policies and procedures and that any goods and/or services procured under this contract are for the need of Town.

Department Manager Date

This is to certify that the funds have been appropriated or otherwise reserved by the Town for the purposes set forth in the Contract herein.

A/C#: 3027-9300 8204

Purchase Order # _____

Town Accountant Date

Approved as to form:

David S. Tobin, Esq. Date
Town Counsel

CERTIFICATE OF AUTHORITY

CORPORATE

1. I hereby certify that I am the Clerk/Secretary of _____
(insert full name of Corporation)
2. corporation, and that _____
(insert the name of officer who signed the contract and bonds.)
3. is the duly elected _____
(insert the title of the officer in line 2)
4. of said corporation, and that on _____
(insert a date that is **ON OR BEFORE** the date the officer signed the **contract and bonds.**)

at a duly authorized meeting of the Board of Directors of said corporation, at which all the directors were present or waived notice, it was voted that

5. _____ the _____
(insert name from line 2) (insert title from line 3)

of this corporation be and hereby is authorized to execute contracts and bonds in the name and on behalf of said corporation, and affix its Corporate Seal thereto, and such execution of any contract of obligation in this corporation's name and on its behalf, with or without the Corporate Seal, shall be valid and binding upon this corporation; and that the above vote has not been amended or rescinded and remains in full force and effect as of the date set forth below.

6. ATTEST: _____ AFFIX CORPORATE
(Signature of Clerk or Secretary)* SEAL HERE

7. Name: _____
(Please print or type name in line 6)*

8. Date: _____
(insert a date that is **ON OR AFTER** the date the officer signed the **contract and bonds.**)

The name and signature inserted in lines 6 & 7 must be that of the Clerk or Secretary of the corporation.

CERTofAuthority09



DEVAL L. PATRICK
Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

RACHEL KAPRIELIAN
Secretary
HEATHER E. ROWE
Director

Awarding Authority: Town of Needham Public Facilities
Contract Number: 14PFC-306B **City/Town:** NEEDHAM
Description of Work: Town Hall HVAC Modification - The scope of work includes modifications to HVAC ductwork, AHU motor replacement and associated work within Town Hall.
Job Location: 1471 Highland Avenue, Needham MA 02492

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.40	\$9.41	\$8.80	\$0.00	\$50.61
	08/01/2014	\$32.40	\$9.91	\$8.80	\$0.00	\$51.11
	12/01/2014	\$32.40	\$9.91	\$9.33	\$0.00	\$51.64
	06/01/2015	\$32.75	\$9.91	\$9.33	\$0.00	\$51.99
	08/01/2015	\$32.75	\$10.41	\$9.33	\$0.00	\$52.49
	12/01/2015	\$32.75	\$10.41	\$10.08	\$0.00	\$53.24
	06/01/2016	\$33.25	\$10.41	\$10.08	\$0.00	\$53.74
	08/01/2016	\$33.25	\$10.91	\$10.08	\$0.00	\$54.24
	12/01/2016	\$33.25	\$10.91	\$10.89	\$0.00	\$55.05
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.47	\$9.41	\$8.80	\$0.00	\$50.68
	08/01/2014	\$32.47	\$9.91	\$8.80	\$0.00	\$51.18
	12/01/2014	\$32.47	\$9.91	\$9.33	\$0.00	\$51.71
	06/01/2015	\$32.82	\$9.91	\$9.33	\$0.00	\$52.06
	08/01/2015	\$32.82	\$10.41	\$9.33	\$0.00	\$52.56
	12/01/2015	\$32.82	\$10.41	\$10.08	\$0.00	\$53.31
	06/01/2016	\$33.32	\$10.41	\$10.08	\$0.00	\$53.81
	08/01/2016	\$33.32	\$10.91	\$10.08	\$0.00	\$54.31
	12/01/2016	\$33.32	\$10.91	\$10.89	\$0.00	\$55.12
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.59	\$9.41	\$8.80	\$0.00	\$50.80
	08/01/2014	\$32.59	\$9.91	\$8.80	\$0.00	\$51.30
	12/01/2014	\$32.59	\$9.91	\$9.33	\$0.00	\$51.83
	06/01/2015	\$32.94	\$9.91	\$9.33	\$0.00	\$52.18
	08/01/2015	\$32.94	\$10.41	\$9.33	\$0.00	\$52.68
	12/01/2015	\$32.94	\$10.41	\$10.08	\$0.00	\$53.43
	06/01/2016	\$33.44	\$10.41	\$10.08	\$0.00	\$53.93
	08/01/2016	\$33.44	\$10.91	\$10.08	\$0.00	\$54.43
	12/01/2016	\$33.44	\$10.91	\$10.89	\$0.00	\$55.24
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR LABORERS - ZONE 2	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	06/01/2014	\$31.58	\$10.40	\$5.95	\$0.00	\$47.93
	12/01/2014	\$32.48	\$10.40	\$5.95	\$0.00	\$48.83
	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
ASPHALT RAKER LABORERS - ZONE 2	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
2	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
3	70	\$26.39	\$6.97	\$11.18	\$0.00	\$44.54
4	75	\$28.28	\$6.97	\$11.18	\$0.00	\$46.43
5	80	\$30.16	\$6.97	\$11.18	\$0.00	\$48.31
6	85	\$32.05	\$6.97	\$11.18	\$0.00	\$50.20
7	90	\$33.93	\$6.97	\$11.18	\$0.00	\$52.08
8	95	\$35.82	\$6.97	\$11.18	\$0.00	\$53.97

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2014	\$48.06	\$10.18	\$18.15	\$0.00	\$76.39
BRICKLAYERS LOCAL 3 (NEWTON)	08/01/2014	\$48.96	\$10.18	\$18.22	\$0.00	\$77.36
	02/01/2015	\$49.52	\$10.18	\$18.22	\$0.00	\$77.92
	08/01/2015	\$50.42	\$10.18	\$18.29	\$0.00	\$78.89
	02/01/2016	\$50.99	\$10.18	\$18.29	\$0.00	\$79.46
	08/01/2016	\$51.89	\$10.18	\$18.37	\$0.00	\$80.44
	02/01/2017	\$52.46	\$10.18	\$18.37	\$0.00	\$81.01

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Newton

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.03	\$10.18	\$18.15	\$0.00	\$52.36
2	60	\$28.84	\$10.18	\$18.15	\$0.00	\$57.17
3	70	\$33.64	\$10.18	\$18.15	\$0.00	\$61.97
4	80	\$38.45	\$10.18	\$18.15	\$0.00	\$66.78
5	90	\$43.25	\$10.18	\$18.15	\$0.00	\$71.58

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.48	\$10.18	\$18.22	\$0.00	\$52.88
2	60	\$29.38	\$10.18	\$18.22	\$0.00	\$57.78
3	70	\$34.27	\$10.18	\$18.22	\$0.00	\$62.67
4	80	\$39.17	\$10.18	\$18.22	\$0.00	\$67.57
5	90	\$44.06	\$10.18	\$18.22	\$0.00	\$72.46

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
OPERATING ENGINEERS LOCAL 4						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

CAISSON & UNDERPINNING BOTTOM MAN	06/01/2014	\$35.20	\$7.30	\$12.90	\$0.00	\$55.40
LABORERS - FOUNDATION AND MARINE	12/01/2014	\$35.95	\$7.30	\$12.90	\$0.00	\$56.15
	06/01/2015	\$36.70	\$7.30	\$12.90	\$0.00	\$56.90
	12/01/2015	\$37.45	\$7.30	\$12.90	\$0.00	\$57.65
	06/01/2016	\$38.20	\$7.30	\$12.90	\$0.00	\$58.40
	12/01/2016	\$39.20	\$7.30	\$12.90	\$0.00	\$59.40

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING LABORER	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
LABORERS - FOUNDATION AND MARINE	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 2 (Eastern Massachusetts)</i>	03/01/2014	\$34.78	\$9.80	\$15.91	\$0.00	\$60.49
	09/01/2014	\$35.55	\$9.80	\$15.91	\$0.00	\$61.26
	03/01/2015	\$36.32	\$9.80	\$15.91	\$0.00	\$62.03

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.39	\$9.80	\$1.57	\$0.00	\$28.76
2	60	\$20.87	\$9.80	\$1.57	\$0.00	\$32.24
3	70	\$24.35	\$9.80	\$11.20	\$0.00	\$45.35
4	75	\$26.09	\$9.80	\$11.20	\$0.00	\$47.09
5	80	\$27.82	\$9.80	\$12.77	\$0.00	\$50.39
6	80	\$27.82	\$9.80	\$12.77	\$0.00	\$50.39
7	90	\$31.30	\$9.80	\$14.34	\$0.00	\$55.44
8	90	\$31.30	\$9.80	\$14.34	\$0.00	\$55.44

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.78	\$9.80	\$1.57	\$0.00	\$29.15
2	60	\$21.33	\$9.80	\$1.57	\$0.00	\$32.70
3	70	\$24.89	\$9.80	\$11.20	\$0.00	\$45.89
4	75	\$26.66	\$9.80	\$11.20	\$0.00	\$47.66
5	80	\$28.44	\$9.80	\$12.77	\$0.00	\$51.01
6	80	\$28.44	\$9.80	\$12.77	\$0.00	\$51.01
7	90	\$32.00	\$9.80	\$14.34	\$0.00	\$56.14
8	90	\$32.00	\$9.80	\$14.34	\$0.00	\$56.14

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CEMENT MASONRY/PLASTERING	01/01/2014	\$43.60	\$10.90	\$18.71	\$1.30	\$74.51
BRICKLAYERS LOCAL 3 (NEWTON)	07/01/2014	\$43.77	\$10.90	\$18.71	\$1.30	\$74.68
	01/01/2015	\$44.69	\$10.90	\$18.71	\$1.30	\$75.60
	07/01/2015	\$45.29	\$10.90	\$18.71	\$1.30	\$76.20
	01/01/2016	\$46.21	\$10.90	\$18.71	\$1.30	\$77.12

Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Newton)

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.80	\$10.90	\$12.21	\$1.30	\$46.21
2	60	\$26.16	\$10.90	\$13.71	\$1.30	\$52.07
3	65	\$28.34	\$10.90	\$14.71	\$1.30	\$55.25
4	70	\$30.52	\$10.90	\$15.71	\$1.30	\$58.43
5	75	\$32.70	\$10.90	\$16.71	\$1.30	\$61.61
6	80	\$34.88	\$10.90	\$17.71	\$1.30	\$64.79
7	90	\$39.24	\$10.90	\$18.71	\$1.30	\$70.15

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.89	\$10.90	\$12.21	\$1.30	\$46.30
2	60	\$26.26	\$10.90	\$13.71	\$1.30	\$52.17
3	65	\$28.45	\$10.90	\$14.71	\$1.30	\$55.36
4	70	\$30.64	\$10.90	\$15.71	\$1.30	\$58.55
5	75	\$32.83	\$10.90	\$16.71	\$1.30	\$61.74
6	80	\$35.02	\$10.90	\$17.71	\$1.30	\$64.93
7	90	\$39.39	\$10.90	\$18.71	\$1.30	\$70.30

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
LABORERS - ZONE 2	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	12/01/2013	\$41.49	\$10.00	\$14.18	\$0.00	\$65.67
OPERATING ENGINEERS LOCAL 4						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
OPERATING ENGINEERS LOCAL 4						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE)	01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$7.85	\$0.00	\$0.00	\$31.23
2	55	\$25.72	\$7.85	\$3.66	\$0.00	\$37.23
3	60	\$28.06	\$7.85	\$3.99	\$0.00	\$39.90
4	65	\$30.39	\$7.85	\$4.32	\$0.00	\$42.56
5	70	\$32.73	\$7.85	\$14.11	\$0.00	\$54.69
6	75	\$35.07	\$7.85	\$14.44	\$0.00	\$57.36
7	80	\$37.41	\$7.85	\$14.77	\$0.00	\$60.03
8	90	\$42.08	\$7.85	\$15.44	\$0.00	\$65.37

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
LABORERS - ZONE 2	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
LABORERS - ZONE 2	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BURNERS LABORERS - ZONE 2	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 2	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 2	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER LABORERS - ZONE 2	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$56.14	\$9.80	\$18.17	\$0.00	\$84.11
	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$60.15	\$9.80	\$18.17	\$0.00	\$88.12
	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
DRAWBRIDGE OPERATOR (Construction) ELECTRICIANS LOCAL 103	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN ELECTRICIANS LOCAL 103	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103
Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.31
2	40	\$17.78	\$13.00	\$0.53	\$0.00	\$31.31
3	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.04
4	45	\$20.00	\$13.00	\$11.04	\$0.00	\$44.04
5	50	\$22.23	\$13.00	\$11.37	\$0.00	\$46.60
6	55	\$24.45	\$13.00	\$11.70	\$0.00	\$49.15
7	60	\$26.67	\$13.00	\$12.03	\$0.00	\$51.70
8	65	\$28.89	\$13.00	\$12.37	\$0.00	\$54.26
9	70	\$31.12	\$13.00	\$12.69	\$0.00	\$56.81
10	75	\$33.34	\$13.00	\$13.03	\$0.00	\$59.37

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$18.05	\$13.00	\$0.54	\$0.00	\$31.59
2	40	\$18.05	\$13.00	\$0.54	\$0.00	\$31.59
3	45	\$20.30	\$13.00	\$11.05	\$0.00	\$44.35
4	45	\$20.30	\$13.00	\$11.05	\$0.00	\$44.35
5	50	\$22.56	\$13.00	\$11.38	\$0.00	\$46.94
6	55	\$24.82	\$13.00	\$11.71	\$0.00	\$49.53
7	60	\$27.07	\$13.00	\$12.04	\$0.00	\$52.11
8	65	\$29.33	\$13.00	\$12.38	\$0.00	\$54.71
9	70	\$31.58	\$13.00	\$12.71	\$0.00	\$57.29
10	75	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89

Notes :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2012	\$52.45	\$8.78	\$6.96	\$0.00	\$68.19
ELEVATOR CONSTRUCTORS LOCAL 4						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2012

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.23	\$8.78	\$0.00	\$0.00	\$35.01
2	55	\$28.85	\$8.78	\$6.96	\$0.00	\$44.59
3	65	\$34.09	\$8.78	\$6.96	\$0.00	\$49.83
4	70	\$36.72	\$8.78	\$6.96	\$0.00	\$52.46
5	80	\$41.96	\$8.78	\$6.96	\$0.00	\$57.70

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2012	\$38.59	\$8.78	\$6.96	\$0.00	\$54.33
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For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2014	\$38.87	\$10.00	\$14.18	\$0.00	\$63.05
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2014	\$40.29	\$10.00	\$14.18	\$0.00	\$64.47
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2014	\$20.92	\$10.00	\$14.18	\$0.00	\$45.10
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS LOCAL 103</i>	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
	09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
	03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
	09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
	03/01/2016	\$35.81	\$13.00	\$13.10	\$0.00	\$61.91

For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"

FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$33.76	\$10.00	\$14.18	\$0.00	\$57.94
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER LABORERS - ZONE 2	06/01/2014	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2014	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2015	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2015	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	06/01/2016	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90
	12/01/2016	\$20.50	\$7.30	\$12.10	\$0.00	\$39.90

For apprentice rates see "Apprentice- LABORER"

FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE 1	03/01/2014	\$39.87	\$9.80	\$16.96	\$0.00	\$66.63
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Apprentice - FLOORCOVERER - Local 2168 Zone 1

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.94	\$9.80	\$1.79	\$0.00	\$31.53
2	55	\$21.93	\$9.80	\$1.79	\$0.00	\$33.52
3	60	\$23.92	\$9.80	\$11.59	\$0.00	\$45.31
4	65	\$25.92	\$9.80	\$11.59	\$0.00	\$47.31
5	70	\$27.91	\$9.80	\$13.38	\$0.00	\$51.09
6	75	\$29.90	\$9.80	\$13.38	\$0.00	\$53.08
7	80	\$31.90	\$9.80	\$15.17	\$0.00	\$56.87
8	85	\$33.89	\$9.80	\$15.17	\$0.00	\$58.86

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2)	01/01/2014	\$35.41	\$7.85	\$16.10	\$0.00	\$59.36
	07/01/2014	\$36.26	\$7.85	\$16.10	\$0.00	\$60.21
	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.71	\$7.85	\$0.00	\$0.00	\$25.56
2	55	\$19.48	\$7.85	\$3.66	\$0.00	\$30.99
3	60	\$21.25	\$7.85	\$3.99	\$0.00	\$33.09
4	65	\$23.02	\$7.85	\$4.32	\$0.00	\$35.19
5	70	\$24.79	\$7.85	\$14.11	\$0.00	\$46.75
6	75	\$26.56	\$7.85	\$14.44	\$0.00	\$48.85
7	80	\$28.33	\$7.85	\$14.77	\$0.00	\$50.95
8	90	\$31.87	\$7.85	\$15.44	\$0.00	\$55.16

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.13	\$7.85	\$0.00	\$0.00	\$25.98
2	55	\$19.94	\$7.85	\$3.66	\$0.00	\$31.45
3	60	\$21.76	\$7.85	\$3.99	\$0.00	\$33.60
4	65	\$23.57	\$7.85	\$4.32	\$0.00	\$35.74
5	70	\$25.38	\$7.85	\$14.11	\$0.00	\$47.34
6	75	\$27.20	\$7.85	\$14.44	\$0.00	\$49.49
7	80	\$29.01	\$7.85	\$14.77	\$0.00	\$51.63
8	90	\$32.63	\$7.85	\$15.44	\$0.00	\$55.92

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
OPERATING ENGINEERS LOCAL 4						

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$22.27	\$10.00	\$0.00	\$0.00	\$32.27
2	60	\$24.29	\$10.00	\$14.18	\$0.00	\$48.47
3	65	\$26.32	\$10.00	\$14.18	\$0.00	\$50.50
4	70	\$28.34	\$10.00	\$14.18	\$0.00	\$52.52
5	75	\$30.37	\$10.00	\$14.18	\$0.00	\$54.55
6	80	\$32.39	\$10.00	\$14.18	\$0.00	\$56.57
7	85	\$34.42	\$10.00	\$14.18	\$0.00	\$58.60
8	90	\$36.44	\$10.00	\$14.18	\$0.00	\$60.62

Notes:

Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2014	\$42.76	\$9.82	\$19.74	\$2.17	\$74.49
	08/01/2014	\$43.61	\$9.82	\$19.74	\$2.17	\$75.34
	02/01/2015	\$44.51	\$9.82	\$19.74	\$2.17	\$76.24
	08/01/2015	\$45.51	\$9.82	\$19.74	\$2.17	\$77.24
	02/01/2016	\$46.51	\$9.82	\$19.74	\$2.17	\$78.24
	08/01/2016	\$47.66	\$9.82	\$19.74	\$2.17	\$79.39
	02/01/2017	\$48.76	\$9.82	\$19.74	\$2.17	\$80.49
	08/01/2017	\$49.86	\$9.82	\$19.74	\$2.17	\$81.59
	02/01/2018	\$51.01	\$9.82	\$19.74	\$2.17	\$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 103	03/01/2014	\$44.45	\$13.00	\$14.68	\$0.00	\$72.13
	09/01/2014	\$45.12	\$13.00	\$14.70	\$0.00	\$72.82
	03/01/2015	\$45.84	\$13.00	\$14.72	\$0.00	\$73.56
	09/01/2015	\$46.80	\$13.00	\$14.75	\$0.00	\$74.55
	03/01/2016	\$47.75	\$13.00	\$14.78	\$0.00	\$75.53

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 17 - A	02/01/2014	\$42.76	\$9.82	\$19.74	\$2.17	\$74.49
	08/01/2014	\$43.61	\$9.82	\$19.74	\$2.17	\$75.34
	02/01/2015	\$44.51	\$9.82	\$19.74	\$2.17	\$76.24
	08/01/2015	\$45.51	\$9.82	\$19.74	\$2.17	\$77.24
	02/01/2016	\$46.51	\$9.82	\$19.74	\$2.17	\$78.24
	08/01/2016	\$47.66	\$9.82	\$19.74	\$2.17	\$79.39
	02/01/2017	\$48.76	\$9.82	\$19.74	\$2.17	\$80.49
	08/01/2017	\$49.86	\$9.82	\$19.74	\$2.17	\$81.59
	02/01/2018	\$51.01	\$9.82	\$19.74	\$2.17	\$82.74

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING - WATER) PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS LABORERS - ZONE 2	06/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	12/01/2014	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	06/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	12/01/2015	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	06/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
	12/01/2016	\$33.85	\$7.30	\$12.10	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (BOSTON)	09/01/2013	\$42.11	\$10.95	\$12.10	\$0.00	\$65.16
	09/01/2014	\$44.11	\$10.95	\$12.10	\$0.00	\$67.16

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.06	\$10.95	\$9.00	\$0.00	\$41.01
2	60	\$25.27	\$10.95	\$9.62	\$0.00	\$45.84
3	70	\$29.48	\$10.95	\$10.24	\$0.00	\$50.67
4	80	\$33.69	\$10.95	\$10.86	\$0.00	\$55.50

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.06	\$10.95	\$9.00	\$0.00	\$42.01
2	60	\$26.47	\$10.95	\$9.62	\$0.00	\$47.04
3	70	\$30.88	\$10.95	\$10.24	\$0.00	\$52.07
4	80	\$35.29	\$10.95	\$10.86	\$0.00	\$57.10

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (BOSTON AREA)	03/16/2014	\$41.19	\$7.70	\$19.25	\$0.00	\$68.14
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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - IRONWORKER - Local 7 Boston

Effective Date - 03/16/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$24.71	\$7.70	\$19.25	\$0.00	\$51.66
2	70	\$28.83	\$7.70	\$19.25	\$0.00	\$55.78
3	75	\$30.89	\$7.70	\$19.25	\$0.00	\$57.84
4	80	\$32.95	\$7.70	\$19.25	\$0.00	\$59.90
5	85	\$35.01	\$7.70	\$19.25	\$0.00	\$61.96
6	90	\$37.07	\$7.70	\$19.25	\$0.00	\$64.02

Notes:

**** Structural 1:6; Ornamental 1:4**

Apprentice to Journeyworker Ratio:**

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
LABORERS - ZONE 2	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

LABORER	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
LABORERS - ZONE 2	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - LABORER - Zone 2

Effective Date - 06/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.21	\$7.30	\$12.10	\$0.00	\$37.61
2	70	\$21.25	\$7.30	\$12.10	\$0.00	\$40.65
3	80	\$24.28	\$7.30	\$12.10	\$0.00	\$43.68
4	90	\$27.32	\$7.30	\$12.10	\$0.00	\$46.72

Effective Date - 12/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.51	\$7.30	\$12.10	\$0.00	\$37.91
2	70	\$21.60	\$7.30	\$12.10	\$0.00	\$41.00
3	80	\$24.68	\$7.30	\$12.10	\$0.00	\$44.08
4	90	\$27.77	\$7.30	\$12.10	\$0.00	\$47.17

Notes:
Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	06/01/2014	\$30.55	\$7.30	\$12.05	\$0.00	\$49.90
	12/01/2014	\$31.05	\$7.30	\$12.05	\$0.00	\$50.40
	06/01/2015	\$31.55	\$7.30	\$12.05	\$0.00	\$50.90
	12/01/2015	\$32.05	\$7.30	\$12.05	\$0.00	\$51.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER LABORERS - ZONE 2	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2014	\$36.66	\$10.18	\$16.83	\$0.00	\$63.67
	08/01/2014	\$37.37	\$10.18	\$16.90	\$0.00	\$64.45
	02/01/2015	\$37.82	\$10.18	\$16.90	\$0.00	\$64.90
	08/01/2015	\$38.53	\$10.18	\$16.97	\$0.00	\$65.68
	02/01/2016	\$38.98	\$10.18	\$16.97	\$0.00	\$66.13
	08/01/2016	\$39.68	\$10.18	\$17.05	\$0.00	\$66.91
	02/01/2017	\$40.14	\$10.18	\$17.05	\$0.00	\$67.37

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile
Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.33	\$10.18	\$16.83	\$0.00	\$45.34
2	60	\$22.00	\$10.18	\$16.83	\$0.00	\$49.01
3	70	\$25.66	\$10.18	\$16.83	\$0.00	\$52.67
4	80	\$29.33	\$10.18	\$16.83	\$0.00	\$56.34
5	90	\$32.99	\$10.18	\$16.83	\$0.00	\$60.00

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.69	\$10.18	\$16.90	\$0.00	\$45.77
2	60	\$22.42	\$10.18	\$16.90	\$0.00	\$49.50
3	70	\$26.16	\$10.18	\$16.90	\$0.00	\$53.24
4	80	\$29.90	\$10.18	\$16.90	\$0.00	\$56.98
5	90	\$33.63	\$10.18	\$16.90	\$0.00	\$60.71

Notes:
Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2014	\$48.10	\$10.18	\$18.15	\$0.00	\$76.43
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2014	\$49.00	\$10.18	\$18.22	\$0.00	\$77.40
	02/01/2015	\$49.56	\$10.18	\$18.22	\$0.00	\$77.96
	08/01/2015	\$50.46	\$10.18	\$18.29	\$0.00	\$78.93
	02/01/2016	\$51.03	\$10.18	\$18.29	\$0.00	\$79.50
	08/01/2016	\$51.93	\$10.18	\$18.37	\$0.00	\$80.48
	02/01/2017	\$52.50	\$10.18	\$18.37	\$0.00	\$81.05

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.05	\$10.18	\$18.15	\$0.00	\$52.38
2	60	\$28.86	\$10.18	\$18.15	\$0.00	\$57.19
3	70	\$33.67	\$10.18	\$18.15	\$0.00	\$62.00
4	80	\$38.48	\$10.18	\$18.15	\$0.00	\$66.81
5	90	\$43.29	\$10.18	\$18.15	\$0.00	\$71.62

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.50	\$10.18	\$18.22	\$0.00	\$52.90
2	60	\$29.40	\$10.18	\$18.22	\$0.00	\$57.80
3	70	\$34.30	\$10.18	\$18.22	\$0.00	\$62.70
4	80	\$39.20	\$10.18	\$18.22	\$0.00	\$67.60
5	90	\$44.10	\$10.18	\$18.22	\$0.00	\$72.50

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES) OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 1) MILLWRIGHTS LOCAL 1121 - Zone 1	04/01/2014	\$35.73	\$9.80	\$16.21	\$0.00	\$61.74
	10/01/2014	\$36.68	\$9.80	\$16.21	\$0.00	\$62.69
	04/01/2015	\$37.64	\$9.80	\$16.21	\$0.00	\$63.65

Apprentice - MILLWRIGHT - Local 1121 Zone 1

Effective Date - 04/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.65	\$9.80	\$4.48	\$0.00	\$33.93
2	65	\$23.22	\$9.80	\$13.36	\$0.00	\$46.38
3	75	\$26.80	\$9.80	\$14.18	\$0.00	\$50.78
4	85	\$30.37	\$9.80	\$14.99	\$0.00	\$55.16

Effective Date - 10/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$20.17	\$9.80	\$4.48	\$0.00	\$34.45
2	65	\$23.84	\$9.80	\$13.36	\$0.00	\$47.00
3	75	\$27.51	\$9.80	\$14.18	\$0.00	\$51.49
4	85	\$31.18	\$9.80	\$14.99	\$0.00	\$55.97

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

MORTAR MIXER	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
LABORERS - ZONE 2	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS)	12/01/2013	\$20.96	\$10.00	\$14.18	\$0.00	\$45.14
OPERATING ENGINEERS LOCAL 4						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)	12/01/2013	\$24.43	\$10.00	\$14.18	\$0.00	\$48.61
OPERATING ENGINEERS LOCAL 4						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
OPERATING ENGINEERS LOCAL 4						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Painter (Bridges/Tanks)	01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS
Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81
2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76
3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39
4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01
5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10
6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72
7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35
8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.38	\$7.85	\$0.00	\$0.00	\$31.23
2	55	\$25.72	\$7.85	\$3.66	\$0.00	\$37.23
3	60	\$28.06	\$7.85	\$3.99	\$0.00	\$39.90
4	65	\$30.39	\$7.85	\$4.32	\$0.00	\$42.56
5	70	\$32.73	\$7.85	\$14.11	\$0.00	\$54.69
6	75	\$35.07	\$7.85	\$14.44	\$0.00	\$57.36
7	80	\$37.41	\$7.85	\$14.77	\$0.00	\$60.03
8	90	\$42.08	\$7.85	\$15.44	\$0.00	\$65.37

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2014	\$36.81	\$7.85	\$16.10	\$0.00	\$60.76
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$37.66	\$7.85	\$16.10	\$0.00	\$61.61
	01/01/2015	\$38.56	\$7.85	\$16.10	\$0.00	\$62.51
	07/01/2015	\$39.46	\$7.85	\$16.10	\$0.00	\$63.41
	01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.36
	07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
	01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.41	\$7.85	\$0.00	\$0.00	\$26.26
2	55	\$20.25	\$7.85	\$3.66	\$0.00	\$31.76
3	60	\$22.09	\$7.85	\$3.99	\$0.00	\$33.93
4	65	\$23.93	\$7.85	\$4.32	\$0.00	\$36.10
5	70	\$25.77	\$7.85	\$14.11	\$0.00	\$47.73
6	75	\$27.61	\$7.85	\$14.44	\$0.00	\$49.90
7	80	\$29.45	\$7.85	\$14.77	\$0.00	\$52.07
8	90	\$33.13	\$7.85	\$15.44	\$0.00	\$56.42

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.83	\$7.85	\$0.00	\$0.00	\$26.68
2	55	\$20.71	\$7.85	\$3.66	\$0.00	\$32.22
3	60	\$22.60	\$7.85	\$3.99	\$0.00	\$34.44
4	65	\$24.48	\$7.85	\$4.32	\$0.00	\$36.65
5	70	\$26.36	\$7.85	\$14.11	\$0.00	\$48.32
6	75	\$28.25	\$7.85	\$14.44	\$0.00	\$50.54
7	80	\$30.13	\$7.85	\$14.77	\$0.00	\$52.75
8	90	\$33.89	\$7.85	\$15.44	\$0.00	\$57.18

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2014	\$34.87	\$7.85	\$16.10	\$0.00	\$58.82
PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$35.72	\$7.85	\$16.10	\$0.00	\$59.67
	01/01/2015	\$36.62	\$7.85	\$16.10	\$0.00	\$60.57
	07/01/2015	\$37.52	\$7.85	\$16.10	\$0.00	\$61.47
	01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$62.42
	07/01/2016	\$39.42	\$7.85	\$16.10	\$0.00	\$63.37
	01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint
Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.44	\$7.85	\$0.00	\$0.00	\$25.29
2	55	\$19.18	\$7.85	\$3.66	\$0.00	\$30.69
3	60	\$20.92	\$7.85	\$3.99	\$0.00	\$32.76
4	65	\$22.67	\$7.85	\$4.32	\$0.00	\$34.84
5	70	\$24.41	\$7.85	\$14.11	\$0.00	\$46.37
6	75	\$26.15	\$7.85	\$14.44	\$0.00	\$48.44
7	80	\$27.90	\$7.85	\$14.77	\$0.00	\$50.52
8	90	\$31.38	\$7.85	\$15.44	\$0.00	\$54.67

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.86	\$7.85	\$0.00	\$0.00	\$25.71
2	55	\$19.65	\$7.85	\$3.66	\$0.00	\$31.16
3	60	\$21.43	\$7.85	\$3.99	\$0.00	\$33.27
4	65	\$23.22	\$7.85	\$4.32	\$0.00	\$35.39
5	70	\$25.00	\$7.85	\$14.11	\$0.00	\$46.96
6	75	\$26.79	\$7.85	\$14.44	\$0.00	\$49.08
7	80	\$28.58	\$7.85	\$14.77	\$0.00	\$51.20
8	90	\$32.15	\$7.85	\$15.44	\$0.00	\$55.44

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)	06/01/2014	\$30.35	\$7.30	\$12.10	\$0.00	\$49.75
LABORERS - ZONE 2	12/01/2014	\$30.85	\$7.30	\$12.10	\$0.00	\$50.25
	06/01/2015	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2015	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2016	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2016	\$33.10	\$7.30	\$12.10	\$0.00	\$52.50

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *	01/01/2014	\$35.41	\$7.85	\$16.10	\$0.00	\$59.36
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$36.26	\$7.85	\$16.10	\$0.00	\$60.21
	01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
	07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
	01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
	07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
	01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW
Effective Date - 01/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.71	\$7.85	\$0.00	\$0.00	\$25.56
2	55	\$19.48	\$7.85	\$3.66	\$0.00	\$30.99
3	60	\$21.25	\$7.85	\$3.99	\$0.00	\$33.09
4	65	\$23.02	\$7.85	\$4.32	\$0.00	\$35.19
5	70	\$24.79	\$7.85	\$14.11	\$0.00	\$46.75
6	75	\$26.56	\$7.85	\$14.44	\$0.00	\$48.85
7	80	\$28.33	\$7.85	\$14.77	\$0.00	\$50.95
8	90	\$31.87	\$7.85	\$15.44	\$0.00	\$55.16

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.13	\$7.85	\$0.00	\$0.00	\$25.98
2	55	\$19.94	\$7.85	\$3.66	\$0.00	\$31.45
3	60	\$21.76	\$7.85	\$3.99	\$0.00	\$33.60
4	65	\$23.57	\$7.85	\$4.32	\$0.00	\$35.74
5	70	\$25.38	\$7.85	\$14.11	\$0.00	\$47.34
6	75	\$27.20	\$7.85	\$14.44	\$0.00	\$49.49
7	80	\$29.01	\$7.85	\$14.77	\$0.00	\$51.63
8	90	\$32.63	\$7.85	\$15.44	\$0.00	\$55.92

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	01/01/2014	\$33.47	\$7.85	\$16.10	\$0.00	\$57.42
PAINTERS LOCAL 35 - ZONE 2	07/01/2014	\$34.32	\$7.85	\$16.10	\$0.00	\$58.27
	01/01/2015	\$35.22	\$7.85	\$16.10	\$0.00	\$59.17
	07/01/2015	\$36.12	\$7.85	\$16.10	\$0.00	\$60.07
	01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02
	07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
	01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT****Effective Date - 01/01/2014**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.74	\$7.85	\$0.00	\$0.00	\$24.59
2	55	\$18.41	\$7.85	\$3.66	\$0.00	\$29.92
3	60	\$20.08	\$7.85	\$3.99	\$0.00	\$31.92
4	65	\$21.76	\$7.85	\$4.32	\$0.00	\$33.93
5	70	\$23.43	\$7.85	\$14.11	\$0.00	\$45.39
6	75	\$25.10	\$7.85	\$14.44	\$0.00	\$47.39
7	80	\$26.78	\$7.85	\$14.77	\$0.00	\$49.40
8	90	\$30.12	\$7.85	\$15.44	\$0.00	\$53.41

Effective Date - 07/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.16	\$7.85	\$0.00	\$0.00	\$25.01
2	55	\$18.88	\$7.85	\$3.66	\$0.00	\$30.39
3	60	\$20.59	\$7.85	\$3.99	\$0.00	\$32.43
4	65	\$22.31	\$7.85	\$4.32	\$0.00	\$34.48
5	70	\$24.02	\$7.85	\$14.11	\$0.00	\$45.98
6	75	\$25.74	\$7.85	\$14.44	\$0.00	\$48.03
7	80	\$27.46	\$7.85	\$14.77	\$0.00	\$50.08
8	90	\$30.89	\$7.85	\$15.44	\$0.00	\$54.18

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1**PANEL & PICKUP TRUCKS DRIVER**

TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

06/01/2014	\$32.23	\$9.41	\$8.80	\$0.00	\$50.44
08/01/2014	\$32.23	\$9.91	\$8.80	\$0.00	\$50.94
12/01/2014	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
06/01/2015	\$32.58	\$9.91	\$9.33	\$0.00	\$51.82
08/01/2015	\$32.58	\$10.41	\$9.33	\$0.00	\$52.32
12/01/2015	\$32.58	\$10.41	\$10.08	\$0.00	\$53.07
06/01/2016	\$33.08	\$10.41	\$10.08	\$0.00	\$53.57
08/01/2016	\$33.08	\$10.91	\$10.08	\$0.00	\$54.07
12/01/2016	\$33.08	\$10.91	\$10.89	\$0.00	\$54.88

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)

PILE DRIVER LOCAL 56 (ZONE 1)

08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07

PILE DRIVER

PILE DRIVER LOCAL 56 (ZONE 1)

08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - PILE DRIVER - Local 56 Zone 1
Effective Date - 08/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.05	\$9.80	\$18.17	\$0.00	\$48.02
2	60	\$24.06	\$9.80	\$18.17	\$0.00	\$52.03
3	70	\$28.07	\$9.80	\$18.17	\$0.00	\$56.04
4	75	\$30.08	\$9.80	\$18.17	\$0.00	\$58.05
5	80	\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
6	80	\$32.08	\$9.80	\$18.17	\$0.00	\$60.05
7	90	\$36.09	\$9.80	\$18.17	\$0.00	\$64.06
8	90	\$36.09	\$9.80	\$18.17	\$0.00	\$64.06

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.80	\$9.80	\$18.17	\$0.00	\$48.77
2	60	\$24.96	\$9.80	\$18.17	\$0.00	\$52.93
3	70	\$29.12	\$9.80	\$18.17	\$0.00	\$57.09
4	75	\$31.20	\$9.80	\$18.17	\$0.00	\$59.17
5	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
6	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
7	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41
8	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41

Notes:
Apprentice to Journeyworker Ratio:1:3
PIPEFITTER & STEAMFITTER
PIPEFITTERS LOCAL 537

03/01/2013 \$49.34 \$8.75 \$14.39 \$0.00 \$72.48

Apprentice - PIPEFITTER - Local 537
Effective Date - 03/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$19.74	\$8.75	\$6.50	\$0.00	\$34.99
2	45	\$22.20	\$8.75	\$14.39	\$0.00	\$45.34
3	60	\$29.60	\$8.75	\$14.39	\$0.00	\$52.74
4	70	\$34.54	\$8.75	\$14.39	\$0.00	\$57.68
5	80	\$39.47	\$8.75	\$14.39	\$0.00	\$62.61

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.
 Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PIPELAYER LABORERS - ZONE 2	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS PLUMBERS & GASFITTERS LOCAL 12	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72

Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.29	\$9.82	\$5.33	\$0.00	\$32.44
2	40	\$19.76	\$9.82	\$6.02	\$0.00	\$35.60
3	55	\$27.18	\$9.82	\$8.08	\$0.00	\$45.08
4	65	\$32.12	\$9.82	\$9.47	\$0.00	\$51.41
5	75	\$37.06	\$9.82	\$10.85	\$0.00	\$57.73

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.64	\$9.82	\$5.33	\$0.00	\$32.79
2	40	\$20.16	\$9.82	\$6.02	\$0.00	\$36.00
3	55	\$27.73	\$9.82	\$8.08	\$0.00	\$45.63
4	65	\$32.77	\$9.82	\$9.47	\$0.00	\$52.06
5	75	\$37.81	\$9.82	\$10.85	\$0.00	\$58.48

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr

Step4 with lic\$54.58 Step5 with lic\$60.90

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.) PIPEFITTERS LOCAL 537	03/01/2013	\$49.34	\$8.75	\$14.39	\$0.00	\$72.48
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For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

PNEUMATIC DRILL/TOOL OPERATOR LABORERS - ZONE 2	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i>	06/01/2014	\$31.35	\$7.30	\$12.10	\$0.00	\$50.75
	12/01/2014	\$31.85	\$7.30	\$12.10	\$0.00	\$51.25
	06/01/2015	\$32.35	\$7.30	\$12.10	\$0.00	\$51.75
	12/01/2015	\$32.85	\$7.30	\$12.10	\$0.00	\$52.25
	06/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
	12/01/2016	\$34.10	\$7.30	\$12.10	\$0.00	\$53.50
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$28.11	\$10.00	\$14.18	\$0.00	\$52.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY MIX CONCRETE DRIVERS after 4/30/10 (Drivers Hired After 4/30/2010) <i>TEAMSTERS LOCAL 25b</i>	05/01/2014	\$27.73	\$7.48	\$8.65	\$0.00	\$43.86
	07/01/2014	\$27.73	\$7.73	\$8.65	\$0.00	\$44.11
	05/01/2015	\$27.88	\$7.73	\$8.92	\$0.00	\$44.53
	07/01/2015	\$27.88	\$7.98	\$8.92	\$0.00	\$44.78
	05/01/2016	\$28.03	\$7.98	\$9.31	\$0.00	\$45.32
	07/01/2016	\$28.03	\$8.23	\$9.31	\$0.00	\$45.57
	05/01/2017	\$28.18	\$8.23	\$9.72	\$0.00	\$46.13
	07/01/2017	\$28.18	\$8.48	\$9.72	\$0.00	\$46.38
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 25b</i>	05/01/2014	\$29.03	\$7.48	\$8.65	\$0.00	\$45.16
	07/01/2014	\$29.03	\$7.73	\$8.65	\$0.00	\$45.41
	05/01/2015	\$29.18	\$7.73	\$8.92	\$0.00	\$45.83
	07/01/2015	\$29.18	\$7.98	\$8.92	\$0.00	\$46.08
	05/01/2016	\$29.33	\$7.98	\$9.31	\$0.00	\$46.62
	07/01/2016	\$29.33	\$8.23	\$9.31	\$0.00	\$46.87
	05/01/2017	\$29.48	\$8.23	\$9.72	\$0.00	\$47.43
	07/01/2017	\$29.48	\$8.48	\$9.72	\$0.00	\$47.68
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i>	04/01/2011	\$24.24	\$8.67	\$15.51	\$0.00	\$48.42
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 2 (Residential Wood)</i> As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.	05/01/2011	\$24.24	\$6.34	\$6.23	\$0.00	\$36.81

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2
Effective Date - 05/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.54	\$6.34	\$0.00	\$0.00	\$20.88
2	60	\$14.54	\$6.34	\$6.23	\$0.00	\$27.11
3	65	\$15.76	\$6.34	\$6.23	\$0.00	\$28.33
4	70	\$16.97	\$6.34	\$6.23	\$0.00	\$29.54
5	75	\$18.18	\$6.34	\$6.23	\$0.00	\$30.75
6	80	\$19.39	\$6.34	\$6.23	\$0.00	\$31.96
7	85	\$20.60	\$6.34	\$6.23	\$0.00	\$33.17
8	90	\$21.82	\$6.34	\$6.23	\$0.00	\$34.39

Notes:
Apprentice to Journeyworker Ratio:1:5
RIDE-ON MOTORIZED BUGGY OPERATOR
LABORERS - ZONE 2

06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE
OPERATING ENGINEERS LOCAL 4

12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)
ROOFERS LOCAL 33

02/01/2014	\$39.21	\$10.50	\$10.70	\$0.00	\$60.41
08/01/2014	\$40.11	\$10.50	\$10.70	\$0.00	\$61.31
02/01/2015	\$41.01	\$10.50	\$10.70	\$0.00	\$62.21
08/01/2015	\$41.91	\$10.50	\$10.70	\$0.00	\$63.11
02/01/2016	\$42.81	\$10.50	\$10.70	\$0.00	\$64.01

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.61	\$10.50	\$3.38	\$0.00	\$33.49
2	60	\$23.53	\$10.50	\$10.70	\$0.00	\$44.73
3	65	\$25.49	\$10.50	\$10.70	\$0.00	\$46.69
4	75	\$29.41	\$10.50	\$10.70	\$0.00	\$50.61
5	85	\$33.33	\$10.50	\$10.70	\$0.00	\$54.53

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.06	\$10.50	\$3.38	\$0.00	\$33.94
2	60	\$24.07	\$10.50	\$10.70	\$0.00	\$45.27
3	65	\$26.07	\$10.50	\$10.70	\$0.00	\$47.27
4	75	\$30.08	\$10.50	\$10.70	\$0.00	\$51.28
5	85	\$34.09	\$10.50	\$10.70	\$0.00	\$55.29

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE	02/01/2014	\$39.46	\$10.50	\$10.70	\$0.00	\$60.66
ROOFERS LOCAL 33	08/01/2014	\$40.36	\$10.50	\$10.70	\$0.00	\$61.56
	02/01/2015	\$41.26	\$10.50	\$10.70	\$0.00	\$62.46
	08/01/2015	\$42.16	\$10.50	\$10.70	\$0.00	\$63.36
	02/01/2016	\$43.06	\$10.50	\$10.70	\$0.00	\$64.26

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER	02/01/2014	\$42.76	\$9.82	\$19.74	\$2.17	\$74.49
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2014	\$43.61	\$9.82	\$19.74	\$2.17	\$75.34
	02/01/2015	\$44.51	\$9.82	\$19.74	\$2.17	\$76.24
	08/01/2015	\$45.51	\$9.82	\$19.74	\$2.17	\$77.24
	02/01/2016	\$46.51	\$9.82	\$19.74	\$2.17	\$78.24
	08/01/2016	\$47.66	\$9.82	\$19.74	\$2.17	\$79.39
	02/01/2017	\$48.76	\$9.82	\$19.74	\$2.17	\$80.49
	08/01/2017	\$49.86	\$9.82	\$19.74	\$2.17	\$81.59
	02/01/2018	\$51.01	\$9.82	\$19.74	\$2.17	\$82.74

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - SHEET METAL WORKER - Local 17-A

Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
2	40	\$17.10	\$9.82	\$4.28	\$0.00	\$31.20
3	45	\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
4	45	\$19.24	\$9.82	\$8.70	\$1.13	\$38.89
5	50	\$21.38	\$9.82	\$9.49	\$1.22	\$41.91
6	50	\$21.38	\$9.82	\$9.74	\$1.23	\$42.17
7	60	\$25.66	\$9.82	\$11.05	\$1.40	\$47.93
8	65	\$27.79	\$9.82	\$11.84	\$1.48	\$50.93
9	75	\$32.07	\$9.82	\$13.41	\$1.66	\$56.96
10	85	\$36.35	\$9.82	\$14.48	\$1.82	\$62.47

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$17.44	\$9.82	\$4.28	\$0.00	\$31.54
2	40	\$17.44	\$9.82	\$4.28	\$0.00	\$31.54
3	45	\$19.62	\$9.82	\$8.70	\$1.13	\$39.27
4	45	\$19.62	\$9.82	\$8.70	\$1.13	\$39.27
5	50	\$21.81	\$9.82	\$9.49	\$1.22	\$42.34
6	50	\$21.81	\$9.82	\$9.74	\$1.23	\$42.60
7	60	\$26.17	\$9.82	\$11.05	\$1.40	\$48.44
8	65	\$28.35	\$9.82	\$11.84	\$1.48	\$51.49
9	75	\$32.71	\$9.82	\$13.41	\$1.66	\$57.60
10	85	\$37.07	\$9.82	\$14.48	\$1.82	\$63.19

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SIGN ERECTOR	06/01/2013	\$25.81	\$7.07	\$7.05	\$0.00	\$39.93
<i>PAINTERS LOCAL 35 - ZONE 2</i>						

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.69	\$9.41	\$8.80	\$0.00	\$50.90
	08/01/2014	\$32.69	\$9.91	\$8.80	\$0.00	\$51.40
	12/01/2014	\$32.69	\$9.91	\$9.33	\$0.00	\$51.93
	06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
	08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
	06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
	08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE A	06/01/2014	\$32.98	\$9.41	\$8.80	\$0.00	\$51.19
	08/01/2014	\$32.98	\$9.91	\$8.80	\$0.00	\$51.69
	12/01/2014	\$32.98	\$9.91	\$9.33	\$0.00	\$52.22
	06/01/2015	\$33.33	\$9.91	\$9.33	\$0.00	\$52.57
	08/01/2015	\$33.33	\$10.41	\$9.33	\$0.00	\$53.07
	12/01/2015	\$33.33	\$10.41	\$10.08	\$0.00	\$53.82
	06/01/2016	\$33.83	\$10.41	\$10.08	\$0.00	\$54.32
	08/01/2016	\$33.83	\$10.91	\$10.08	\$0.00	\$54.82
	12/01/2016	\$33.83	\$10.91	\$10.89	\$0.00	\$55.63
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1	03/01/2014	\$53.58	\$8.42	\$13.60	\$0.00	\$75.60
	10/01/2014	\$54.73	\$8.42	\$13.60	\$0.00	\$76.75
	01/01/2015	\$54.73	\$8.42	\$13.75	\$0.00	\$76.90
	03/01/2015	\$55.73	\$8.42	\$13.75	\$0.00	\$77.90
	10/01/2015	\$56.88	\$8.42	\$13.75	\$0.00	\$79.05
	01/01/2016	\$56.88	\$8.67	\$13.90	\$0.00	\$79.45
	03/01/2016	\$57.88	\$8.67	\$13.90	\$0.00	\$80.45
	10/01/2016	\$59.03	\$8.67	\$13.90	\$0.00	\$81.60
	03/01/2017	\$60.03	\$8.67	\$13.90	\$0.00	\$82.60

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1
Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$18.75	\$8.42	\$8.25	\$0.00	\$35.42
2	40	\$21.43	\$8.42	\$8.25	\$0.00	\$38.10
3	45	\$24.11	\$8.42	\$8.25	\$0.00	\$40.78
4	50	\$26.79	\$8.42	\$8.25	\$0.00	\$43.46
5	55	\$29.47	\$8.42	\$8.25	\$0.00	\$46.14
6	60	\$32.15	\$8.42	\$8.25	\$0.00	\$48.82
7	65	\$34.83	\$8.42	\$8.25	\$0.00	\$51.50
8	70	\$37.51	\$8.42	\$8.25	\$0.00	\$54.18
9	75	\$40.19	\$8.42	\$8.25	\$0.00	\$56.86
10	80	\$42.86	\$8.42	\$8.25	\$0.00	\$59.53

Effective Date - 10/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$19.16	\$8.42	\$8.25	\$0.00	\$35.83
2	40	\$21.89	\$8.42	\$8.25	\$0.00	\$38.56
3	45	\$24.63	\$8.42	\$8.25	\$0.00	\$41.30
4	50	\$27.37	\$8.42	\$8.25	\$0.00	\$44.04
5	55	\$30.10	\$8.42	\$8.25	\$0.00	\$46.77
6	60	\$32.84	\$8.42	\$8.25	\$0.00	\$49.51
7	65	\$35.57	\$8.42	\$8.25	\$0.00	\$52.24
8	70	\$38.31	\$8.42	\$8.25	\$0.00	\$54.98
9	75	\$41.05	\$8.42	\$8.25	\$0.00	\$57.72
10	80	\$43.78	\$8.42	\$8.25	\$0.00	\$60.45

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN ELECTRICIANS LOCAL 103	03/01/2014	\$33.44	\$13.00	\$13.03	\$0.00	\$59.47
	09/01/2014	\$33.84	\$13.00	\$13.05	\$0.00	\$59.89
	03/01/2015	\$34.38	\$13.00	\$13.06	\$0.00	\$60.44
	09/01/2015	\$35.10	\$13.00	\$13.08	\$0.00	\$61.18
	03/01/2016	\$35.81	\$13.00	\$13.10	\$0.00	\$61.91

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103

Effective Date - 03/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.38	\$13.00	\$0.40	\$0.00	\$26.78
2	40	\$13.38	\$13.00	\$0.40	\$0.00	\$26.78
3	45	\$15.05	\$13.00	\$10.29	\$0.00	\$38.34
4	45	\$15.05	\$13.00	\$10.29	\$0.00	\$38.34
5	50	\$16.72	\$13.00	\$10.54	\$0.00	\$40.26
6	55	\$18.39	\$13.00	\$10.79	\$0.00	\$42.18
7	60	\$20.06	\$13.00	\$11.04	\$0.00	\$44.10
8	65	\$21.74	\$13.00	\$11.29	\$0.00	\$46.03
9	70	\$23.41	\$13.00	\$11.54	\$0.00	\$47.95
10	75	\$25.08	\$13.00	\$11.79	\$0.00	\$49.87

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$13.54	\$13.00	\$0.41	\$0.00	\$26.95
2	40	\$13.54	\$13.00	\$0.41	\$0.00	\$26.95
3	45	\$15.23	\$13.00	\$10.30	\$0.00	\$38.53
4	45	\$15.23	\$13.00	\$10.30	\$0.00	\$38.53
5	50	\$16.92	\$13.00	\$10.55	\$0.00	\$40.47
6	55	\$18.61	\$13.00	\$10.80	\$0.00	\$42.41
7	60	\$20.30	\$13.00	\$11.05	\$0.00	\$44.35
8	65	\$22.00	\$13.00	\$11.30	\$0.00	\$46.30
9	70	\$23.69	\$13.00	\$11.55	\$0.00	\$48.24
10	75	\$25.38	\$13.00	\$11.80	\$0.00	\$50.18

Notes:

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	02/01/2014	\$47.00	\$10.18	\$18.15	\$0.00	\$75.33
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2014	\$47.90	\$10.18	\$18.22	\$0.00	\$76.30
	02/01/2015	\$48.46	\$10.18	\$18.22	\$0.00	\$76.86
	08/01/2015	\$49.36	\$10.18	\$18.29	\$0.00	\$77.83
	02/01/2016	\$49.93	\$10.18	\$18.29	\$0.00	\$78.40
	08/01/2016	\$50.83	\$10.18	\$18.37	\$0.00	\$79.38
	02/01/2017	\$51.40	\$10.18	\$18.37	\$0.00	\$79.95

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile
Effective Date - 02/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.50	\$10.18	\$18.15	\$0.00	\$51.83
2	60	\$28.20	\$10.18	\$18.15	\$0.00	\$56.53
3	70	\$32.90	\$10.18	\$18.15	\$0.00	\$61.23
4	80	\$37.60	\$10.18	\$18.15	\$0.00	\$65.93
5	90	\$42.30	\$10.18	\$18.15	\$0.00	\$70.63

Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.95	\$10.18	\$18.22	\$0.00	\$52.35
2	60	\$28.74	\$10.18	\$18.22	\$0.00	\$57.14
3	70	\$33.53	\$10.18	\$18.22	\$0.00	\$61.93
4	80	\$38.32	\$10.18	\$18.22	\$0.00	\$66.72
5	90	\$43.11	\$10.18	\$18.22	\$0.00	\$71.51

Notes:
Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER	06/01/2014	\$35.45	\$7.30	\$12.90	\$0.00	\$55.65
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2014	\$36.20	\$7.30	\$12.90	\$0.00	\$56.40
	06/01/2015	\$36.95	\$7.30	\$12.90	\$0.00	\$57.15
	12/01/2015	\$37.70	\$7.30	\$12.90	\$0.00	\$57.90
	06/01/2016	\$38.45	\$7.30	\$12.90	\$0.00	\$58.65
	12/01/2016	\$39.45	\$7.30	\$12.90	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	06/01/2014	\$34.17	\$7.30	\$12.90	\$0.00	\$54.37
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2014	\$34.92	\$7.30	\$12.90	\$0.00	\$55.12
	06/01/2015	\$35.67	\$7.30	\$12.90	\$0.00	\$55.87
	12/01/2015	\$36.42	\$7.30	\$12.90	\$0.00	\$56.62
	06/01/2016	\$37.17	\$7.30	\$12.90	\$0.00	\$57.37
	12/01/2016	\$38.17	\$7.30	\$12.90	\$0.00	\$58.37

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

TRACTORS/PORTABLE STEAM GENERATORS	12/01/2013	\$40.11	\$10.00	\$14.18	\$0.00	\$64.29
<i>OPERATING ENGINEERS LOCAL 4</i>						

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	06/01/2014	\$33.27	\$9.41	\$8.80	\$0.00	\$51.48
	08/01/2014	\$33.27	\$9.91	\$8.80	\$0.00	\$51.98
	12/01/2014	\$33.27	\$9.91	\$9.33	\$0.00	\$52.51
	06/01/2015	\$33.62	\$9.91	\$9.33	\$0.00	\$52.86
	08/01/2015	\$33.62	\$10.41	\$9.33	\$0.00	\$53.36
	12/01/2015	\$33.62	\$10.41	\$10.08	\$0.00	\$54.11
	06/01/2016	\$34.12	\$10.41	\$10.08	\$0.00	\$54.61
	08/01/2016	\$34.12	\$10.91	\$10.08	\$0.00	\$55.11
	12/01/2016	\$34.12	\$10.91	\$10.89	\$0.00	\$55.92
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
	12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
	06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
	12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
	06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
	12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	06/01/2014	\$32.69	\$9.41	\$8.80	\$0.00	\$50.90
	08/01/2014	\$32.69	\$9.91	\$8.80	\$0.00	\$51.40
	12/01/2014	\$32.69	\$9.91	\$9.33	\$0.00	\$51.93
	06/01/2015	\$33.04	\$9.91	\$9.33	\$0.00	\$52.28
	08/01/2015	\$33.04	\$10.41	\$9.33	\$0.00	\$52.78
	12/01/2015	\$33.04	\$10.41	\$10.08	\$0.00	\$53.53
	06/01/2016	\$33.54	\$10.41	\$10.08	\$0.00	\$54.03
	08/01/2016	\$33.54	\$10.91	\$10.08	\$0.00	\$54.53
	12/01/2016	\$33.54	\$10.91	\$10.89	\$0.00	\$55.34

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2014	\$30.60	\$7.30	\$12.10	\$0.00	\$50.00
	12/01/2014	\$31.10	\$7.30	\$12.10	\$0.00	\$50.50
	06/01/2015	\$31.60	\$7.30	\$12.10	\$0.00	\$51.00
	12/01/2015	\$32.10	\$7.30	\$12.10	\$0.00	\$51.50
	06/01/2016	\$32.60	\$7.30	\$12.10	\$0.00	\$52.00
	12/01/2016	\$33.35	\$7.30	\$12.10	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2013	\$40.49	\$10.00	\$14.18	\$0.00	\$64.67
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2014	\$49.41	\$9.82	\$14.29	\$0.00	\$73.52
	09/01/2014	\$50.41	\$9.82	\$14.29	\$0.00	\$74.52
	03/01/2015	\$51.41	\$9.82	\$14.29	\$0.00	\$75.52
	09/01/2015	\$52.41	\$9.82	\$14.29	\$0.00	\$76.52
	03/01/2016	\$53.56	\$9.82	\$14.29	\$0.00	\$77.67
	09/01/2016	\$54.61	\$9.82	\$14.29	\$0.00	\$78.72
	03/01/2017	\$55.61	\$9.82	\$14.29	\$0.00	\$79.72
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$25.66	\$8.70	\$4.48	\$0.00	\$38.84
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$36.55	\$8.70	\$6.58	\$0.00	\$51.83
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$29.94	\$8.70	\$6.05	\$0.00	\$44.69
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$23.52	\$8.70	\$5.24	\$0.00	\$37.46
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$36.35	\$8.70	\$9.43	\$0.00	\$54.48
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$32.08	\$8.70	\$6.59	\$0.00	\$47.37
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$23.52	\$8.70	\$3.72	\$0.00	\$35.94
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$19.25	\$8.70	\$2.85	\$0.00	\$30.80
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$42.77	\$8.70	\$11.78	\$0.00	\$63.25

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.66	\$8.70	\$4.24	\$0.00	\$38.60
2	65	\$27.80	\$8.70	\$4.71	\$0.00	\$41.21
3	70	\$29.94	\$8.70	\$5.43	\$0.00	\$44.07
4	75	\$32.08	\$8.70	\$6.16	\$0.00	\$46.94
5	80	\$34.22	\$8.70	\$6.88	\$0.00	\$49.80
6	85	\$36.35	\$8.70	\$7.62	\$0.00	\$52.67
7	90	\$38.49	\$8.70	\$8.83	\$0.00	\$56.02

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	07/16/2012	\$26.33	\$4.18	\$2.79	\$0.00	\$33.30
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	07/16/2012	\$24.78	\$4.18	\$2.74	\$0.00	\$31.70
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/29/2012	\$17.18	\$3.37	\$0.00	\$0.00	\$20.55
<p>This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground.</p> <p>This classification does not apply to wholesale tree removal.</p>						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/29/2012	\$15.15	\$3.37	\$0.00	\$0.00	\$18.52
<p>This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.</p>						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours) unless otherwise specified.

- * Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- ** Multiple ratios are listed in the comment field.
- *** APP to JM: 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM: 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.